The Labour Gazette

January 1970

This country needs labour standards, employees need to have the right to organize, we need good industrial relations, we also must fight discrimination, and we need to bridge the gap between the rich and the poor, said Labour Minister Bryce Mackasey at the opening of the National Tripartite Conference. See the article on the conference, p. 14.

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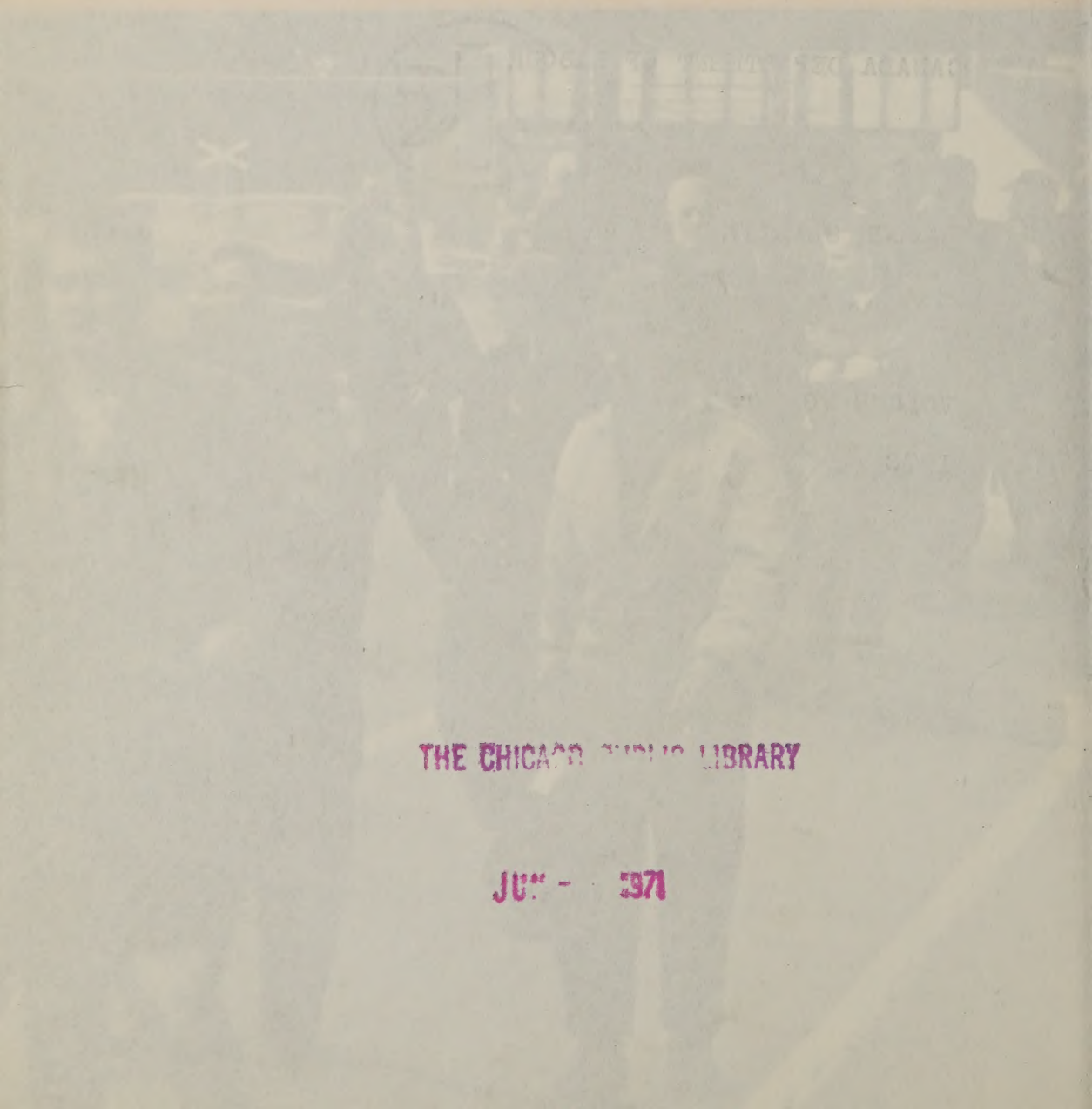

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New Year messages

Hon. Bryce Mackasey, Minister
Canada Department of Labour

The celebration during the past year of the 50th Anniversary of the International Labour Organization has helped to focus national attention on the concept of tripartite responsibility for industrial relations. The concept is not new, but it needs to be given greater emphasis on the Canadian scene. I think the National Tripartite Conference, held in Ottawa this fall helped to do just that.

I hope it will be possible during the coming year to make the concept still more meaningful. Labour, management and government each has a separate role to play in the development of better industrial relations. But they also have a common responsibility that can only be met by tripartite discussion and deliberation.

During the past year, the Department of Labour has been heavily engaged in a review of the federal industrial relations law—a review based on the findings of the Task Force on Labour Relations. That review will lead to proposals for legislative change. And I am confident that these proposals will represent an important step forward.

However, if we are to tackle successfully the central labour problems of our time—many of which flow from rapid industrial progress—the three components of the tripartite triangle will have to work together with increasing conviction and determination. They will have to approach each other in a problem-solving spirit, conscious of their interdependence, seeking out common causes of concern, reducing areas of conflict. They will have to pay more and more attention to the type of "bridge-building" that was in evidence at the National Tripartite Conference.

It is my hope that, in moving forward along these lines, it will be possible to deal more effectively, not only with the problems that confront people at the bargaining table, but also with the social and economic problems that confront the less fortunate Canadians. I believe we have the ability and the strength to do so.

My sincere best wishes for 1970.

Donald MacDonald, President,
Canadian Labour Congress

Canada is entering the 1970s with little evidence that either governments or much of the Canadian Public appreciate the real and vital problems that confront hundreds of thousands of Canadians.

A year ago, poverty was a popular subject of discussion; it appeared to be a new discovery to many. They had been shocked by the hard statistical fact that at least one out of every five Canadians was living in a condition of poverty. A year has now passed, and this condition persists. There are even indications that it is worsening. The gap between the rich and the poor within our own boundaries has been widening.

Our failure to meet these conditions is a clear illustration of the lack of desire or ability, or both, to meet the real social challenges of the times. There has been a diversion of resources into military purposes and other means have been directed to scientific use. Meantime, people have suffered, and continue to suffer.

Over a period of many years, and at the cost of great struggle and sacrifice on the part of many people, some progress has been made in social legislation. Now we are faced with a situation in which this haphazard growth has resulted in an alarming lack of co-ordination

in the country's social activities, leaving serious gaps, and at the same time giving cause for questioning concerning overlapping and inefficiency.

We find ourselves in a period in which a rapidly changing economic pattern imposes stresses and strains. Those who are least capable of protecting themselves suffer most, because our social structure fails to give them adequate protection. This is particularly true of pensioners and others on fixed income. It is also true of the working population who labour to maintain an existence little above the poverty level. It is only necessary to look at the great efforts governments have to exert in order to enforce minimum wage laws, to realize the state of poverty in which many working Canadians exist.

At the same time, **the number of unemployed continues to increase. Statistics on unemployment have been rising at an alarming rate, and there is every indication that they will go still higher during the winter months.**

Already there has been clear and blatant evidence of efforts to make it appear that the working people and their organizations are responsible for the economic troubles that confront the nation. Trade unions, and particularly the Canadian Labour Congress, have been sounding warnings of these dangers for many, many months. Unfortunately, those who have been absorbed with a psychotic fear of inflation seem to have overlooked some of the fundamental factors that affect the welfare of the people.

This is not a time for recrimination; it is a time for dedication. In this season, when there are such expressions of good will and concern for mankind, let us dedicate ourselves to the true welfare of the people here in Canada and throughout the world. Never in the history of mankind have there been such opportunities for service. Let 1970 be the year in which we use these opportunities.

Message delayed

A New Year message was not received from CNTU President Marcel Pepin in time for inclusion in the January issue of The Labour Gazette. A message from Mr. Pepin is being prepared and should appear in the February issue.

Charles Smith, Chairman,
Canadian Railway Labour Executives Association

As we enter the year 1970, it is once again my pleasure to extend to all members and their families fraternal greetings from the Canadian Railway Labour Executives' Association.

In retrospect, the past year has proved to be an exciting and challenging period for railway labour, and our Association has endeavoured to maintain a posture of responsibility and integrity in meeting the tests of these complex times. In order to do this, the Association has now consolidated its administrative offices—executive, research and public relations—in a central office in Ottawa, resulting in a more efficient operation capable of functioning in the best interests of all employees engaged in the transportation industry.

Highlight of the year was probably the receipt of the Report of the Task Force on Labour Relations. This report, which was the result of a two-year study, has been carefully analyzed by all labour bodies, including our Association, and we made our views known to the Government in a submission to the Minister of Labour. Legislation based on the Task Force Report will no doubt be introduced in the near future, and we trust that our representations will be given consideration, and that every opportunity will be provided for discussion of such legislation, which will affect the welfare of our people.

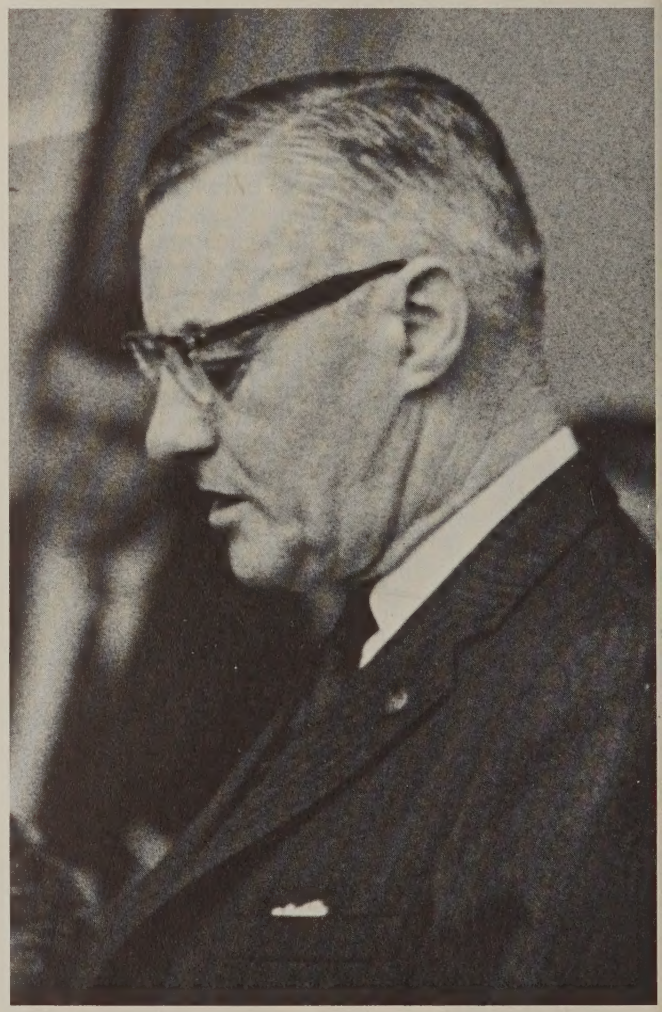
I am pleased to be able to say that the working relationship between our Association and the Department of Labour is of the highest character, and we appreciate the co-operation we receive from the Minister of Labour and his staff.

Like all Canadians, we are greatly concerned in the problem of inflation control, particularly so when contemplating the situation confronting so many of our retired employees, who see their fixed retirement income deteriorating rapidly in purchasing value. **It is our position that price increases should be subject to review and justification in a similar manner to wage increases, which are subjected to scrutiny and review by the highest tribunals. To deliberately create unemployment as a method of inflation control is surely a retrograde step and an admission of defeat.**

In 1969, the International Labour Organization celebrated its 50th birthday. The occasion was marked by a tripartite conference in Ottawa, October 26 to 29, attended by labour, management and government representatives. In the short time available, the conference studied many aspects of industrial relations, and although it was not its purpose to arrive at positive conclusions, it seemed to be conceded that restrictive legislation was not the answer to labour unrest.

The need for better communication services to provide for an informed membership is very evident, and I hope that, as we go forward into 1970, every effort will be made in this respect; I particularly appeal to the rank and file membership to take a renewed interest in the work of their locals, because this is where true unionism originates.

May I extend to one and all my sincere wishes for a happy and prosperous 1970.



he press interviews Mr. Mackasey

Department of Labour today

Press backgrounder

he Canada Department of Labour in October held a ress backgrounder for journalists from across Canada hose specific field is industrial relations reporting. It as the first of its kind held by the Department. During e two-day meeting, the 24 journalists were given riefings by Labour Minister Bryce Mackasey and senior fficials, shown two recent films made by the Depart-ent and taken through the Department's headquarters Ottawa. **The aim of the backgrounder was to acquaint e reporters with the programs, facilities, personnel, and ork of the Department.**

hose attending were: Peter Calamai, Southam News, ttawa; Frank Collier, The Gazette, Montreal; Don ollins, The Daily Colonist, Victoria; Spiros de Bono, he Windsor Star; Marcel Desjardins, Le Droit, Ottawa; Eric Dennis, Chronicle-Herald, Halifax; Jean-Luc Duguay, Le Devoir, Montreal; Paul Dunn, Canadian Press, Ottawa; Ed Finn, columnist, Ottawa; Dennis Foley, Ottawa Citizen; John Forsyth, The Winnipeg Tribune; Jim Hayes, The Ottawa Citizen; Frank Jones, Toronto Daily Star; Peter Krien, The Hamilton Spectator; Wilfred List, The Globe and Mail, Toronto; Joseph Luchetti, The Sault Daily Star, Sault Ste. Marie; Dudley Magnus, The Winnipeg Free Press; François Mailhot, Le Soleil, Quebec City; Marjorie Nicholls, The Ottawa Journal; Harold Poitras, The Montreal Star; Jack Schreiner, Financial Post, Toronto; Farmer Tissington, Thompson Newspapers, Ottawa; Mark Zwelling, The Telegram, Toronto.

News briefs

■ **A compulsory checkoff of union dues has gone into effect for Ontario civil servants.** As of October 26, 1969, the regulation was applied to probationary and regular staff, excluding employees who are in positions or classifications that have been removed from collective bargaining. Deductions are $1.20 every two weeks.

Provincial Secretary Robert Welch said that he will introduce legislation in the next session of the Legislature to put into effect some recommendations of a report on civil service collective bargaining issued last May by Judge Walter Little (L. G., Sept. 1969, p. 522).

■ **The International Chemical Workers Union has been expelled from the AFL-CIO.** The move came at the organization's eighth biennial convention in Atlantic City, N.J. AFL-CIO President George Meany said that the union could not expect to belong to the Alliance for Labour Action as well as the AFL-CIO. He charged that the ALA, set up by the Teamsters and the United Auto Workers, was a rival group organized to help raid AFL-CIO unions.

At the convention, delegates called on the U.S. Congress to review the National Labor Relations Act and rewrite it "to make a reality of the right to organize and bargain collectively, without discrimination by employer." The convention demanded also that the section of the act allowing states to pass right-to-work laws be deleted.

The organization's executive council authorized a charter for a new Bakery and Confectionery Workers Union to be formed by the merger of the AFL-CIO's American Bakery and Confectionery Workers and the Independent Bakery and Confectionery Workers. The independent union was ousted from the AFL-CIO in 1957.

R. Nat Gray

■ **R. Nat Gray has joined the Canada Department of Labour as senior mediator and industrial relations consultant for the airline industry.** Mr. Gray joined the International Association of Machinists and Aerospace Workers in 1943, and in 1946 he was the founding president of Transoceanic Lodge 1751 of IAM. In 1949 he became secretary for the Canadian Office of IAM, a post that he held for 12 years. He was also Grand Lodge Representative for the IAM for eight years, during which time he negotiated contracts and organized primarily in the aircraft industry.

■ **Automation is putting more Indians in prison than ny other single cause, says an inmate of the British Columbia penitentiary.** The man, an Indian from a B.C. eservation, was speaking at a recent weekly meeting f the penitentiary's Indian and Métis Education Club. Life was good for the Indian until 1940 or so. We had lenty of drunks and we liked to fight, but we didn't ave all that white man's crime," he said. "Before 1940, here were fewer Indians in jail, except for drinking and ighting. Then automation started taking over our non-killed, seasonal jobs."

he man pointed out that, although Indians formed only per cent of B.C.'s population, 10 per cent of the 600 mates of the prison are Indian. "Why does the Indian urn to crime? Because there are few jobs for the unedu-ated. With no work to do, we get drunk and turn to rime," he said.

■ **Changes in labour legislation have been called for y the Canadian Construction Association to facilitate nultitrade, multiparty agreements.** In a brief to the ederal Government, the Association asked that changes llow accreditation of construction employers' associa-ions that would have exclusive bargaining rights for heir sector of the industry.

n the increases in construction wage rates, the CCA aid that they had been, on average, almost double those n industry as a whole and this in spite of lengthy and ostly work stoppages to contractors who sustained these n an effort to achieve greater price stability. Contractors ould not merely pass on cost increases to their custom-rs as the vast majority of contracts are on a firm price asis, the brief said.

s for the instability in the construction growth rate, he CCA pointed out that the swings in construction ctivity have been accentuated by governments with espect to their public works programs and policies oncerning residential construction. It recommended to he federal Government that its construction programs e better co-ordinated; that it publish three- to five-year rojections or longer of their construction outlays; im-roved Federal-Provincial liaison in this area; and that rely less on construction activity as an "economic egulator." The Association said that such actions would elp to reduce inflationary factors experienced in times f sharp upswings in the past and the excessive cost f unused capacity in terms of equipment, manpower nd material production in times when construction ctivity has levelled out or fallen.

■ **Estimated average annual family income in Canada in 1967 increased by 16 per cent over 1965. The 1967 figure was $7,596 and the 1965 figure was $6,536,** says the Dominion Bureau of Statistics. The report is based on the results of interviews with individuals in some 20,000 households across Canada. About half the increase can be counted as real gain, because consumer price increases absorbed the rest.

In individual incomes, women were still far behind men in 1967 with average income of $2,303 compared with $5,331 for men. Women however, gained more in percentage. Their incomes rose 23 per cent over 1965 levels as against 17 per cent for men.

The 1967 estimates show also that the proportion of families receiving incomes of less than $5,000 decreased to 29.7 per cent, from 37.9 per cent while the proportion receiving $10,000 and up increased to 22.5 per cent from 14.6 per cent. This brought the total in the $10,000-and-over bracket to more than one million families. For purposes of the survey, a family is defined as a group living together and related by blood, marriage, or adoption. By regions, the survey showed that Ontario had the highest average family income in 1967, $8,466, while the Atlantic region had the lowest, $5,756.

The survey shows also a downward shift in the estimated proportion of families below the income levels that were used by the Economic Council of Canada as indicators of poverty. In 1967, the proportion was 18.6 per cent as against 21.2 per cent in 1965. In round figures, the number of families in this category is estimated to have declined to 840,000 in 1967 from more than one million in 1961, despite a substantial increase in total population.

The new poverty estimates are arrived at by applying the low income cutoffs previously used by the Council in its 1968 annual review, now adjusted for consumer price increases. The new poverty lines for 1967, with previous figures in brackets, are: single person, $1,740 ($1,500); family of two, $2,900 ($2,500); three, $3,480 ($3,000); four, $4,060 ($3,500); five or more, $4,640 ($4,000). The proportion of families below these cutoffs, by regions, showed the Atlantic region as having the highest ratio, and Ontario the lowest, 12 per cent.

■ **Gordon McCaffrey has been appointed Assistant Director of the Legislative Department of the Canadian Labour Congress.** Mr. McCaffrey, 45, attended school in Toronto and Ottawa and graduated in political science and economics from the University of Toronto, where he also received his Master of Arts degree. He has done additional graduate studies at York University.

Before joining the CLC, Mr. McCaffrey was a lecturer in political science at Glendon College, York University, for two years, and for nine years was a reporter with the Toronto Star, specializing in labour affairs. He has also been a labour commentator on radio and television.

■ **A plan to help bring order and stability to the United States construction industry has been initiated with the establishment of a special body known as the Construction Industry Collective Bargaining Commission.** It will consist of four representatives from the construction industry, four from the building trades unions and four from the public sector. Secretary of Labor George P. Shultz will be its chairman.

The Commission will study private and public labour policies in the hope of improving training procedures, upgrading the skills of construction workers, reducing the instability of demand, and increasing the number of working weeks in a year. It hopes also to strengthen the role of national labour organizations and the national associations of contractors, and to increase their responsibility for the results of collective bargaining. The Commission would also establish more effective machinery for dealing with disputes, and search out means to improve and adapt the structure of collective bargaining to meet the challenges of technological innovation.

The Commission is being set up at a time when high prices of construction, land prices, interest rates, wage demands and generally high profits are making construction costs a serious contributing factor to the threat of inflation. Currently, the building trades are being charged with racial discrimination by allegedly refusing to allow Negroes entry into apprenticeship and construction jobs. Unions deny that they are bigoted; they say that they are taking in an increasing number of blacks, but that apprenticeship periods cannot be shortened, and that blacks have to go through the same training as is necessary for whites.

A pilot project in Philadelphia, conducted by the U.S. Department of Labor, will, under federal construction, allow entry into some seven building crafts of a number of blacks equal to the number of Negroes in the local labour force. **The plan is being opposed by the AFL-CIC which, although always in the forefront of the fight for civil rights, agrees with the craft unions and the contractors that the plan is the equivalent of a quota system, and a direct violation of the Civil Rights Act of 1964.**

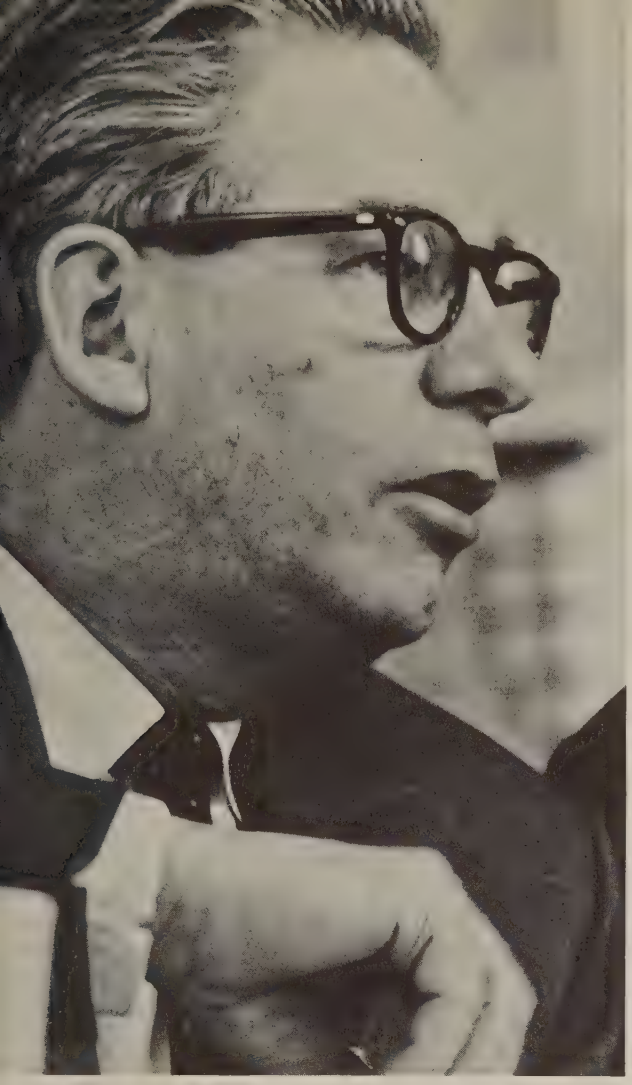
■ **The 1969 edition of Labour and Industrial Relations Research in Canada—Progress Report, will soon be available from the Canada Department of Labour.** The report was launched last year in an attempt to fill a serious information gap in the research community. It is hoped that it will increase the exchange of information among research personnel, as well as make them more aware of developments in their field of interest.

Anyone who is engaged on a research project in labour or industrial relations is urged to write the Public Relations and Information Services Branch, Canada Department of Labour, Ottawa 4.

■ **The number of people at work in Canada would have been nearly 400,000 (or 5 per cent) higher in 1967 if the country had made full use of its manpower resources, according to a new study released by the Dominion Bureau of Statistics.** Its author, Nand Tandan, arrives at this figure by calculating what the level of employment would have been if all provinces had had the same proportion of people in the labour force as the most favoured region, Ontario, and if the unemployment rate had been held at its lowest postwar Ontario level.

Underutilization has been most pronounced and persistent in the Atlantic Provinces and Quebec, the two regions accounting for much of the total manpower gap in 1967. Underutilization rates are somewhat lower in British Columbia and lower still in Ontario and the Prairie Provinces.

Comparing males and females, the study found that, although only a third of the labour force were women, this accounted for about half the total loss in manpower. Higher unemployment accounted for nearly 60 per cent of male underutilization, and 80 per cent of the female loss was because of lower participation. Lack of job opportunities, particularly in the Atlantic Provinces, had presumably discouraged many women from even seeking employment. Compared with earlier years, the study indicates that there has been some increase in underutilization due to unemployment among both young males and those over 45. But while underutilization of women had declined, it remained high for all age groups over 25.



Villiam Dodge

A new program of "social action" for the Canadian abour Congress was announced by Secretary-Treasurer Villiam Dodge at a conference luncheon of the Canadian ublic Relations Society in Toronto on October 16.

Ir. Dodge spoke also of plans for increasing the CLC's embership—currently, one in three workers belongs to a nion—and for improving the Congress's organizational tructure. The new programs, he said, would need subtantially increased funds, and expanded facilities in the reas of research and public relations. It would not be ossible to implement the new programs with the urrent funds and facilities.

Ir. Dodge said that the CLC's new move toward "social ction" had been prompted by the organization's social onsciousness. "We are not just interested in wages and orking conditions. We are also aware of what can be done for problems in the social, as well as the economic, life. The Congress has decided that it will begin to stress social action as a part of labour's program. That is not to say we haven't been active before, but we want to improve the structure over the traditional type."

Among the areas to receive attention under the new social program would be: human rights, particularly concerned with the problems of the Indians, Métis and Eskimos; community health-centre development; air- and water-pollution; senior citizens pensions; consumer protection; and other "community" problems such as transportation, sanitation, slum clearance, and education.

Referring to senior citizens, Mr. Dodge said that the CLC "will try to see that their pensions are geared to their salary on retirement, and that there are guards against increased costs of living and the changing economy of the country.

The CLC will keep its eye also on prices, and the quality any type of goods, Mr. Dodge asserted. The organization was planning also to increase union membership by making some major overtures to industries in the service sector, as well as the white-collar field. Mr. Dodge admitted that they were going to have to move in with substantial forces. "We would also like to expand, not so much to organize, but to associate with, the bona fide trade union movement in some of these fields: teachers, nurses, employee-engineers," he said. "They already have strong organizations; what we want to do is bring about some closer involvement with them."

Mr. Dodge indicated that it would be necessary to improve the structure of the CLC before it would be possible to improve the organizing picture. "A key to effective organization is to try to reduce the number of unions, so that there is less confusion," he said. "There is a need to eliminate the rather bad situation where we have a tremendous number of overladen jurisdictions. Sometimes you can have as many as seven unions, each with a legitimate claim. An important change of structure is called for; and we also want to make certain that there is more responsiveness to organizational needs."

■ **Britain's 9,000,000 women workers, the majority of them not unionized, work at subsistence wages, so low in fact that Britain has not been able to ratify the international convention on equal pay as some 50 other countries have done.** The average wage for women in Britain is about 59 per cent of the average male wage rate; many women work full time for wages of less than $25 a week.

The plight of Britain's female work force has not been ignored by the Trades Union Congress that passed an equal pay resolution at its September conference in Portsmouth. Complicating the issue is the fact that there are few jobs in which a woman is doing exactly the same work as a man. And even if all unionized women workers received equal pay, the problem would not be solved since less than 2,000,000 of the 9,000,000 women workers belong to unions.

Prime Minister Wilson has told the TUC that he will make a reality of equal pay, and Barbara Castle, Minister of Employment and Productivity, is holding talks with the TUC and the Confederation of British Industries, the employers' organization. Britain's women workers, however, are far from optimistic about the outcome of the talks; the TUC has been passing equal pay resolutions for about 60 years.

■ **David A. Morse, for 21 years Director-General of the International Labour Organization, has received the Sidney Hillman Award for meritorious public service as "an international civil servant" dedicated "to the highest goals of human equality and freedom."** The award was presented to Mr. Morse at a dinner held in his honour at New York in September. The presentation was attended by United Nations Secretary-General U Thant, trade union leaders, and a bi-partisan group of political figures.

Mr. Thant said that the UN considered the Hillman award as "recognition of the UN system as a whole, as well as a personal honour to Mr. Morse." AFL-CIO Secretary-Treasurer Lane Kirkland conveyed the best wishes of Federation President George Meany and said that Mr. Morse "richly deserves the gratitude and respect of the trade union movement." In addition, Mr. Kirkland said that the ILO "must be kept alive and made effective for the good of all men," and that its survival was a testimonial to Mr. Morse's durability, grace and unfailing devotion over the years.

Other speakers included Howard D. Samuel, Executive Vice-President of the Clothing Workers, and Executive Director of the Sidney Hillman Foundation; Secretary of Labor George P. Shultz, and former Secretary of Labor Willard Wirtz.

The Sidney Hillman Foundation was created in 1946 by the Clothing Workers and employers in the men's clothing industry to honour the memory of the founding president of the union. Other winners of the award have included Mrs. Eleanor Roosevelt, Dr. Martin Luther King, Jr., Sen. Paul Douglas, Justice William O. Douglas and President Harry S. Truman.

■ **Manitoba increased its minimum wage by 10 cents an hour on December 1, 1969.** The new general minimum of $1.35 an hour is the highest general minimum in Canada. Workers under 18 will receive $1.10 an hour. And inexperienced employees may be paid 15 cents less than the minimum for their first three months of employment, but not less than $1.10 an hour, and five cents less than the minimum for the second three months of employment.

■ **United States employers agreed to hire and train some 72,000 disadvantaged jobless persons with federal assistance during the first year of a new program operated by business executives. Secretary of Labor George Shultz has announced.** The Job Opportunities in the Business Sector program is a joint effort of the U.S. Department of Labor and the National Alliance of Businessmen to hire and train 238,000 disadvantaged jobless persons in 125 of the nation's largest metropolitan areas by June 1970. The goal is 614,000 by June 1971.

More than 60,000 companies are participating in the program without a contract, and about 175,000 disadvantaged have been hired. The 72,000 JOBS trainees are included in 968 contracts—an average of 30 trainees for each contract. More than 40 JOBS contracts draw upon the disadvantaged in more than one metropolitan area, two of them in as many as 50 areas.

More than 40 firms have more than one JOBS contrabt—one firm has eight—to accommodate programs in different cities where facilities and occupations vary. Depending on the occupation to be learned, the 968 contracts provide on-the-job training periods ranging from a low of seven weeks to a high of 52. **Starting wages for the trainees range from $1.60 an hour in service industries to $5.25 in manufacturing and construction. The average wage after training is $2.00 an hour.**

■ **Michigan is experimenting with compulsory arbitration to resolve disputes affecting policemen or firefighters—who are denied the right to strike—and municipalities in the state.** The law authorizing the procedure has been in effect since October and will be in effect until June 30, 1972.

Strongly backed by the Michigan AFL-CIO and the Michigan Association of Fire Fighters, the law allows either party to a collective bargaining agreement to start compulsory arbitration proceedings when a dispute has not been settled after 30 days of submission to mediation and fact-finding. Within 10 days after the start of arbitration, each party will select a spokesman, and these will have five days to choose an arbitrator to serve as chairman of the panel. The chairman must call a hearing within 15 days of his appointment, and the hearing is to be concluded within 30 days, unless the parties agree otherwise. Majority rulings of the panel will constitute the panel rulings.

Findings of fact and the rulings must be issued within 30 days of the conclusion of the hearing. The panel's findings must consider a number of factors including interests of the public, financial ability of the municipality; comparability of wages in the area; cost of living; and the compensation received by the workers involved, including wages, vacations, insurance, and pensions.

■ **With 57 national unions maintaining headquarters in Washington and one more planning to move there, the establishment of a Labor Studies Center in the city by the AFL-CIO is a logical development.** Designed to provide intensive studies in leadership for full-time union officials and officials of state and city labor councils, the Center will be attended by officers sponsored by their unions or by the regional councils.

Sessions will be in the form of institutes limited to 25 or 30 participants. Institutes may be repeated, as the enrollment requires. The Center's first term, from November 30, 1969 to June 19, 1970, is expected to accommodate about 400 students. Director of the Center is Fred K. Hoehler, Jr., who is on leave from Michigan State University, where he is professor of labor and industrial relations and associate director of the School of Labor and Industrial Relations.

■ **Labour disputes were the major factor behind the upward movement of the index of industrial production in September. The seasonally adjusted index rose to 165.2, a gain of 0.4 per cent from the revised August level of 164.5.** While metals, non-metals, and fuels all contributed to the gain in the mining sector, the major element was the 7 per cent increase in metals output and this was almost entirely due to the sharp increase in iron ore output as labour disputes were settled in that industry, the Dominion Bureau of Statistics reports.

Despite the settlement of strikes in the iron ore industry, time lost to labour disputes continued to grow. It amounted to about 4 per cent of time worked in manufacturing and mining in September, and continued to have a depressing influence on the mining and manufacturing components of the index. A calculation abstracting the effects of the strikes on the industries affected suggests a level for the index approximately 4 per cent above the present one.

But in the third quarter of 1969, for the second quarter in a row, the index of industrial production registered a decline. This is the first time it has fallen for two quarters in succession since 1960. In both quarters, the primary cause of the decline has been labour disputes, DBS reports. In the second quarter the major cause of the decline was the better than 40 per cent drop in iron ore production due to strikes. Recovery here that began in the third quarter was too late to have any great effect on the second to third quarter movement.

In the third quarter, mining continued to decline as strikes in the Sudbury area affected the miscellaneous metals component. The effect of this on the total index was reinforced by the decline in durables manufacturing where labour disputes lowered production in the iron and steel mills and in the smelting and refining industries.

■ **The ILO has won the Nobel Peace Prize for 1969. The award was presented in Oslo, Norway on Dec. 10, 1969.** Following the announcement of the award, ILO Director-General David Morse said: "The award of the Nobel Peace Prize to the ILO is a tribute to the common man throughout the world, to his stake in peace and his contribution to peace. The present award will give the ILO immense encouragement to build further on the solid foundations laid by 50 years of unremitting efforts to which governments, employers, and workers throughout the world have contributed in full measure."

50 years ago

■ **The Roaring Twenties came in quietly, something like a benevolent old lion. In the afterglow of Yuletide giving, some industries were rewarding employees with bonuses and insurance policies.** The Murray-Kay Company of Toronto presented an insurance policy ranging in value from $500 to $1,000, to every member of its staff who had completed six months' service, reported the January 1920 edition of The Labour Gazette. The policies were issued under a group insurance plan without expense to the employee, and without a medical examination.

The Dominion Sheet Metal Corporation of Hamilton announced that each employee would be insured for $1,000 and this would increase $100 each year until $1,500 was reached. The Taylor-Forbes Company of Guelph, Ontario, announced that it had insured the life of all its employees according to their length of service, starting with $500 after the first three months with $100 a year added until $3,000 was reached. Eighteen other companies, among them the International Nickel Company of Canada and the T. Eaton Company Limited presented similar group insurance schemes. As an added bonus, the T. Eaton Company reduced the working day at its Winnipeg store by half an hour, beginning with the New Year, making the hours from 8.30 a.m. to 5 p.m. A year before the company started closing the store on Saturdays at 1 p.m., except during July and August when it remained closed all day.

■ **Henry Ford announced a plan to distribute from $8,000,000 to $10,000,000 in bonuses to employees of the Ford Motor Company.** The bonus, which was payable on January 1, was based on the daily income an length of continuous service of the recipients. Men hire before October 1, 1914, for instance, were to receiv a bonus of from $150 to $270. The bonus droppe slightly with each succeeding year until new employee hired before October 1, 1919 received from $50 to $15 In a continuing benevolent mood, Mr. Ford offere employees a chance to buy shares in the company. For investment certificates could be bought for $100, $50 and $1,000, and bore a guaranteed income of six pe cent a year. Further payments were to be made semi annually, as the earnings of the company would permit at a rate fixed by the directors.

■ A co-partnership scheme that was to be put int effect at a Port Sunlight England plant, and would hav increased weekly wages through dividends, was eagerl accepted by all the labour unions except one. The Na tional Association of Carpenters and Joiners threatene to expel any member who participated in the scheme A large number of resentful carpenters held a meetin pledging that they would resist "by all means in ou power any interference with our liberty as a free peo ple." On a subsequent trip to Canada, the company' director, Lord Leverhulme, announced that the com pany would make every employee a shareholder on greater scale than before. He told the Canadian pres that the six-hour working day in subsidiary plants i Canada was under consideration.

■ **Delegates from various provincial Workmen's Com pensation Boards met in Vancouver in early Decembe to discuss laws relating to workmen's compensation an problems concerning their administration.** They wer seeking also to reach an understanding with the federa Government regarding the claims of government em

loyees. Objectives of the newly formed Association of Canadian Workmen's Compensation Boards formed at he conference were: unification of workmen's compenation laws and regulations, unification in the reporting nd tabulating of industrial accidents and diseases, and naking provisions for the prevention of accidents and or the rehabilitation of injured workmen. One resoluon adopted unanimously called for all Canadian comensation boards to have benefits extended to all wage arners whose average annual salary was less than 2,000. Another resolution strongly advocated legislaon that would enforce accident prevention measures.

■ Dockyard employees at Portsmouth were offered a hoice of working one day less a week or working full me for the next year or two. They had a say also in aming the day they could be idle. In a ballot taken, ,787 favoured the shorter workweek, and 5,576 were gainst it. There were 5,517 votes in favour of Friday fternoon and Saturday morning for the idle day, and 09 in favour of having Monday off.

■ **An industrial medicine division was established at he University of Cincinnati where medical students and hysicians were to be instructed in industrial medicine, anitation and safety problems, public health and hospital anagement.** There was also a research laboratory for he investigation of industrial conditions menacing the ealth of employees. Students were to spend part of heir time in the school, and part in industrial establishents. The sum of $40,000 annually for five years was rovided by a number of employers for this purpose.

■ Perhaps one of the first subdivisions as we know it today originated in Lincoln, England, where the engineering firm of Ruston and Hornsby acquired an estate of 350 acres near their plant. They were in the process of building a garden suburb complete with 3,000 houses, shops, schools and recreational grounds. As well as having a garden, each house was serviced with hot water and electricity.

■ **After some 40 days duration, the strike of 400,000 miners in the bituminous coal fields of the United States ended officially on December 10.** It was estimated that during the last week of the strike, more than 5,000,000 people involved in related fields were deprived of work. In money this was estimated as representing a loss to wage earners of $20,000,000 a day. The coal situation in Canada was restricted by about 10 per cent with the prospect of further reduction. Had the strike continued much longer, many coke and coal-using industries would have faced the prospect of closing down.

■ A railway switchman who was attempting to make a coupling, noticed that a protruding drawbar prevented the cars from coming together. In order to save time he pressed the drawbar over his foot, permitting the coupling to be made but at the same time catching and crushing his foot. He brought action against the railway company for this injury, but evidence showed that he had acted contrary to the safety rules of the company. It was held by the District Court that under the circumstances the switchman had performed an act "outside the scope of his employment," and he was, therefore, not entitled to recover damages. An appeal was taken against the judgment, but it was dismissed with costs by the Court of Appeal of Saskatchewan.

Wanted: A three-way continuing relationship

Canada's first Tripartite Conference on Industrial Relations achieved three things, Labour Minister Bryce Mackasey said at the conclusion of the conference. First, labour and management both agreed that there are industrial relations problems in Canada. Second, they agreed that government has some role to take in industrial relations. And third, they agreed that there should be some form of continuing relationship among labour, management and government.

When he opened the conference, Mr. Mackasey had said that, "The future of this country will depend, to a very great degree, on the personal and collective decisions of the people in this room." The conference was held in Ottawa from October 26 to 29 and was the main event in Canada's yearlong observance of the 50th Anniversary of the International Labour Organization.

The aim of the conference was to provide a forum for discussion by representatives of government, labour, and management of some of the central issues affecting labour-management relations in Canada. The conference did not seek to draft resolutions or formal conclusions. The meeting was attended by about 250 representatives of labour, management, and government, plus observers and members of the academic community. Mr. Mackasey was chairman of the conference; J. D. Love, Deputy Minister of Labour was deputy chairman; John Mainwaring, Director of the International Labour Affairs branch of the Department, was secretary-general; and Guy de Merlis, Canada's Labour Counsellor in Brussels was program co-ordinator.

Mr. Mackasey went on to say that all Canadians share a common objective—to realize "the maximum degree of employment, productivity and prosperity. All objectives," he said, "are within our reach, if we can collectively reduce to a minimum the causes of labour unrest in this country." Comparing the international and Canadian scenes, Mr. Mackasey asked, "What is so basically different about these international problems and those that exist in Canada today? This country also needs labour standards; employees need to have the right to organize; we need good industrial relations; and we also must fight discrimination; and certainly, more today than ever before in the past, we need to bridge the gap between the rich and the poor."

Mr. Mackasey's remarks were followed by brief addresses from the four vice-chairmen of the conference. CNTU President Marcel Pepin called for ratification of ILO conventions by Canada, and said he hoped that a formula for ratification could come out of the conference. Canada hasn't been able to ratify these conventions, he said, because the legislation of some provinces didn't come up to ILO standards. He said that the provinces weren't sufficiently aware of this problem, and because the major part of labour legislation is within provincial jurisdiction, some action should be taken to make the provinces more aware of the work of the ILO and allow them to have a more effective say in positions Canada takes.

CLC President Donald MacDonald asked that accelerated efforts be made to bring Canadian legislation more in line with ILO standards. Mr. MacDonald went on to say at the conference that the CLC "would welcome an opportunity to discuss some meaningful formulae that might at least greatly reduce the causes of major confrontations at the termination of a collective agreement." He also re-emphasized the CLC's belief that the road to "improved labour-management relations does not lie with the enactment of further restrictive legislation."

ice-chairman L. F. Wills, President of the Canadian Manufacturers' Association, and President of Honeywell Controls Ltd., cautioned participants to be ever mindful f the public interest and the individual. R. P. Riggin f the Canadian Chamber of Commerce and Vice-Presi-ent of Corporate Relations, Noranda Mines, asked elegates to be frank in their discussions. Mr. Riggin aid that the public sees the present state of labour-anagement relations "as being somewhat less than atisfactory. Some of them are looking to government solve our labour-management problems, some are ooking to the unions for solutions, and others to the mployees. Surely **the responsibility for any lasting solu-ons rests with all three groups—governments, unions nd employers. Bitter experience has shown us that ositive and responsible conduct on the part of one, or ven two, of these groups is largely ineffective without milar conduct on the part of the other."**

llan Flanders

n the democracies, where collective bargaining is rmly implanted, its continued growth seems fairly well sured," Allan Flanders told the conference. Mr. landers is a full-time member of the British Commis-on on Industrial Relations. He is also visiting professor industrial relations at the Manchester Business chool, University of Manchester. He was formerly a nior lecturer in industrial relations at Oxford Univer-ty.

lthough collective bargaining may be secure, said Mr. landers, unions must secure the right to collective presentation for all employees if the concept is to ow. "Indeed, if labour movements in these countries il to establish such a universal right in the next decade so, they will organize an ever-dwindling proportion the total working population."

urning to the qualitative future of collective bargain-g, Mr. Flanders said that the parties involved must ok upon the quality of their relations as a serious roblem. "Their job, as many see it, is merely to find me temporary accommodation, in permanent conflicts interest and power, as a preferable alternative to a ial of strength." A function of the quality of relations obviously the exchange of information he said. "If verything depends on bargaining power, this is usually rengthened by concealing information and keeping the her side guessing. **Co-operation for mutual advantage, the other hand, depends on both sides pooling infor-ation and being able to accept the bargaining oppo-ent's information as reliable."**

Allan Flanders

On labour's side, Mr. Flanders said, there must be a readiness to abandon resistance to change "in favour of a joint search with management for acceptable solutions to common problems. On management's side, there must be a readiness to share its authority, information and gains with labour in seeking and introducing such solutions."

Technological change is another factor in the qualitative relations between parties in collective bargaining, he said, for it brings constant shifts in demand patterns, in the content of jobs, and in the valuations placed on skills and aptitudes. This requires more flexibility in contracts and relations between the parties.

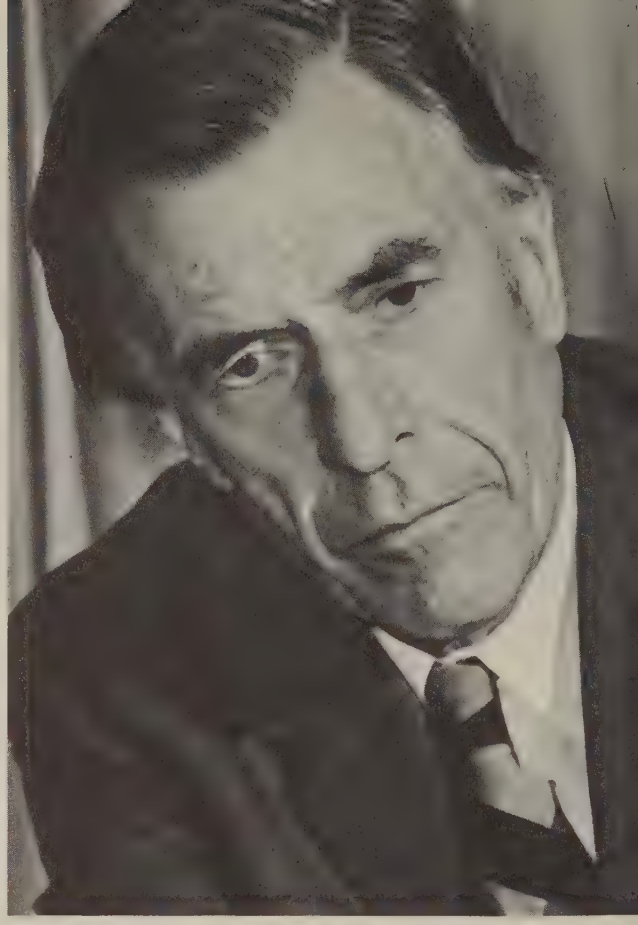
Coming to third-party participation in collective bargaining, Mr. Flanders stated that he foresees an increase in this participation. "Industrial warfare today, even when it involves only comparatively small groups, takes a much heavier toll of society than in the past, because modern industrial economics and urban civilizations make disruption even more disruptive." Governments are increasingly expected to take action to sustain employment levels and to take general responsibility for the fuller and better uses of all resources, including labour, and for reducing the hardships of technical and economic changes. And governments have to find answers to the inflationary wage-price spiral, Mr. Flanders said.

Then, the question is what form this third-party participation will take. **"I want increasing third-party involvement mainly to take the forms of inquiry, advice and assistance."** The third party should help restructure the conditions and attitudes that lead to a crisis. With this system of voluntarism rather than compulsion, there should be greater harmony, Mr. Flanders said. "No agreements work well unless the parties who negotiated them feel fully responsible for their contents."

John K. Galbraith

A system of wage and price restraints where strong unions bargain with strong employers in a strong market was called for by U.S. economist John Galbraith. He called this area the "industrial heartland" of the industrial system the automobile, steel, non-ferrous metal, rubber, chemical, oil, petro-chemical, and large-scale, consumer-product industries. Mr. Galbraith is Warburg professor of economics at Harvard University and was a former American ambassador to India. Two of his more important books are: The Affluent Society and The New Industrial State.

Conflict in the industrial heartland has been greatly reduced, he said, but the tension has been passed to other areas—mainly to the public employee, the pensioner, and, less so, to the white-collar worker in the private sector. "These persons all live under the inflationary pressures emanating from the heart of the system," said Mr. Galbraith, and there is no easy solution to their problems. There is no easy way for them to co-habit with their employer and "then pass the cost along to the public."



J. K. Galbraith

Consequently, he emphasized, there is a need for union in the public sector, and a need for them to be abl to make use of collective bargaining. If public servant can't act on their own behalf, their compensation wi fall ever further behind, and good manpower, skills, an talent will not be attracted to these services. **"Far bette occasional teachers' strikes than no teachers. Far bette an occasional garbage collectors' strike than no garbag collectors."**

Mr. Galbraith noted four changes that have led to som reduction of tensions and conflicts in the industria heartland. First, power has been "passing from th owner to the manager, from the capitalist to the corporat bureaucrat." With this passage of power, the "conflic is a good deal less stark." This group has the choic of allocating revenue to the stockholders and to labou and there are risks involved both in underpaying th stockholder and in under-rewarding the unions. "Peac is worth paying for."

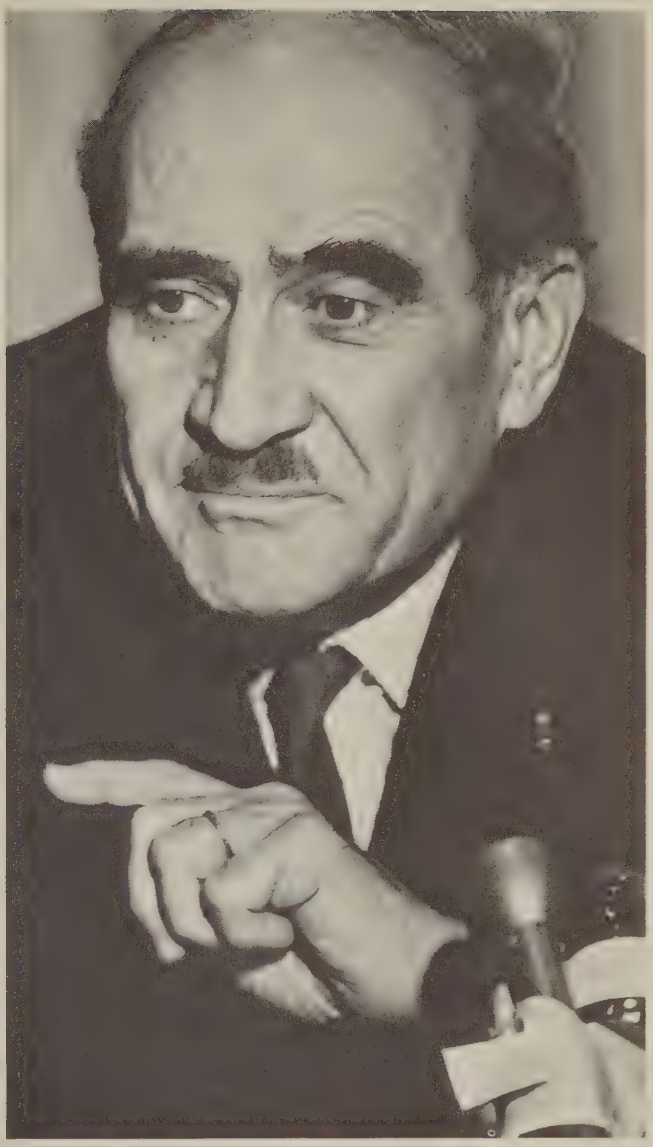
The second factor reducing conflict is technology. M Galbraith said that blue-collar workers are being re placed with white-collar workers who tend to identif

emselves with the company and do not organize. "And chnology converts many of the blue-collar workers ho remain to sedentary operatives sitting at a console. dentification tends to be with the machine and the rocess rather than with a fellow working stiff. All of **ese changes reduce the militancy of the worker and nion man and also the number who are available to militant."**

he third reason is the effect of general affluence. "For e worker who is dependent as a matter of life and eath on his job, the union is the alternative to some- ing only marginally superior to slavery. The compelled orker clings desperately to his union, suffers for it, ses angrily to its cause and command. It, literally, arantees what liberty he has. The affluent worker is ot similarly so driven."

ne fourth reason is the new economic context of society at has reduced the role of the union in the industrial eartland. "If demand is strong and reliable," said the eaker, difference between firm and union can usually resolved by meeting the union demand and passing ong the resulting price increase to the public. This ay be against public policy; specifically it may be pposed because it is inflationary or damaging to the port position. And this in turn can lead to strikes. ut a wage dispute involving public policy invokes the overnment or the society, not the employer, as the tagonist."

r. Galbraith then went on to condemn the faith of onomists in fiscal and monetary policy. "The belief at macro-economic measures can reconcile high em- oyment with price stability, a belief asserted against l the force of both experience and logic, will be count- l without question the least forgivable error of the resent generation of American economists, and Cana- an economists, one might add." And until there is greement on some "mechanism of public price determ- ation of wages and prices" in the strongest sector of e economy, the strongest parts of the economy will ntinue to export their tensions to the weakest.



Louis Armand

uis Armand

pool of information set up by using computers and ectronic data processing for the use of all parties in- lved in collective bargaining was called for by Louis rmand, a leading industrialist from France. He is a rofessor at France's National School of Administration nd has served as director general and president of the rench National Railway System, president of Euratom, resident of the International Railways Union. He is also President of the Conseil de perfectionnement of the École Polytechnique, and Vice-President of the Fondation européenne de la culture.

Information, Mr. Armand said, is a continual process, and it should be disseminated in periods of calm, rather than in periods of crisis. The chief executive who waits for a crisis or a strike to occur before informing his employees is not listened to; the workers conclude that what he is saying is mere propaganda.

Going on to another area, Mr. Armand asked, What will we do about people who retire with a pension at 50? The man's father may still be alive so there are two pensioners in the home. Who will support them?

He said that **more consideration has to be given to the third phase of a man's life and the principle of a succession of trades. That would mean that a man might have three professions in his lifetime.** As an example, Mr. Armand said that a pilot can't be retired when he is still a useful citizen, for he might make a good geography professor.

During a press conference after his address, Mr. Armand proposed the idea of allowing the families of workers to come into the plant one day a year to see the working conditions and the job that the father or brother performs. He emphasized that industry is not integrated into the culture as agriculture was, and that there is a great distortion between how the individual sees his own job and how others see it. Before, families could go out into the fields and visit, whereas today, the only information they get about the plant is through house organs or the family member employed there.

Mr. Armand said that the state must play a more in portant role in technological progress. If a compa can't carry out a technological conversion, the state mu subsidize the firm to keep it from going out of busine Or the state can help establish companies. And son firms may have to stop production because their produ or service is no longer useful. Here also, Mr. Arman stressed, the state has a role to play.

Syndicate reports

More research by governments into the costs and impa of minimum standards was called for by a syndica discussing labour standards. The syndicate agreed als that, when changes are made in standards, there shoul be consultation with labour and management, an sufficient time must be allowed for industry and worke to adapt to these adjustments.

n his report on Syndicate No. 1, chairman Kenneth . Pugh, Alberta Deputy Minister of Labour, comment- d on the co-operation he had experienced in the syndi- ate. If there can be continuous communication among bour, management, and government, he said, things ill go well in the future. He reported that the area f greatest disagreement within the syndicate was over ie impact of minimum standards on collective bargain- g.

ollowing the presentation of the report, there was a ebate about Canada's attitude to ILO conventions. ohn Eleen, of the Ontario Federation of Labour, said iat the constitutional argument doesn't hold water. If e don't adopt the conventions, how can we be an xample to others? he asked. Other delegates voiced ie same concern, and asked the federal Government r leadership in this field. John Mainwaring, Director f the International Labour Affairs Branch of the Can- da Department of Labour, pointed out that the ILA ranch has embarked on studies of legislation to see hat is needed to bring Canadian legislation up to ie ILO level. One of these studies, on the minimum ge for employment, has already been released, he said.

he Syndicate's vice-chairman, Kenneth Hallsworth, ice-President of Industrial Relations for Ford of Can- da, asked that governments examine the relevancy of LO conventions to the Canadian situation. He said that iany Canadian workers are protected by the flexible ool of collective bargaining, but that, because legislation often inflexible, the conventions might restrict rather ian assist.

yndicate No. 2 also endorsed the continuous relation- ip between labour and management, but a number of ie members drew attention to the distinction between "continuous relationship through mutual consultative rrangements," and a "continuous bargaining relation- ip."

yndicate chairman Thomas M. Eberlee, Ontario Dep- ty Minister of Labour, said, "It was generally agreed iat more attention should be given to the training of upervisors and shop stewards, and that problems of nterpretation and enforcement (of collective agree- ients) might be reduced by the use of simpler language n contracts."

On the question of the optimum length of collective agreements, the report said: "There was no consensus on this question, although strong doubts were expressed about the desirability of going beyond three years. At the same time, there did not appear to be support for the one-year agreement."

Strongest argument arose over the report of Syndicate No. 3, chaired by Robert Sauvé, Quebec Deputy Minister of Labour. The syndicate was discussing labour-management relations and the public interest. One member, Judge John Parker, Chairman of the B.C. Mediation Commission, said, "We agreed on nothing," and he indicated that the syndicate had reached no consensus on anything. It was a good effort at a summary, he added, but the conference should not assume that the syndicate had arrived at any conclusion. Lloyd Hemsworth, Vice-President and Director of Industrial Relations at Kimberly-Clark of Canada, said that there was no agreement in the syndicate on what the public interest was, but that there was profitable discussion.

During the syndicate's discussion, Judge Parker had suggested the formation throughout Canada of commissions similar to the B.C. Mediation Commission to deal with labour disputes. Labour Minister Mackasey attacked the idea of independent commissions that would decide what the terms of settlement would be in a labour dispute. And he set down his Department's policy of non-discrimination against either unions or companies. The worker has as many rights as management and vice-versa, he said.

Syndicate No. 4, which discussed the larger, international responsibility of labour and management, found many areas of agreement. Its chairman, J. C. Langley, Assistant Under Secretary of State for External Affairs, said that he found in the syndicate a large unanimity of support for aid programs.

Both management and labour, the report said, "urged that their participation in aid projects would be facilitated by a more effective and continuous process of information dissemination, both on the problems themselves and on the steps needed to meet them." The syndicate urged also that the establishment of tripartite consultative arrangements, "perhaps in the form of a continuing committee, would facilitate their participation in those aspects of the Canadian International Development Agency's voluntary agencies program (that are) of particular interest to labour and management, and would enhance the role they could play in the development of an informed and constructively critical public opinion about Canada's aid programs."

Prime Minister Trudeau

The federal government's efforts to control inflation could be undermined by the actions of labour and management, Prime Minister Trudeau told the closing banquet of the National Tripartite Conference. **"When the federal government is deliberately restricting its activities in areas of important economic and social priority, does it make sense that private enterprise should be expanding its outlays and activities in areas of marginal value to society as a whole?** In such circumstances, the Government might well have to increase the pressure of restraints on the private sector. We might have to consider new policies, not only in relation to prices and incomes, but to taxes and tariffs.

"As for organized labour, it must recognize that the public expects it to be conscious of the interests, not only of its members, but of the country at large. The most recent public response from organized labour to the efforts of the Prices and Incomes Commission has not, to put it mildly, been encouraging. I trust that this is not the final word from the leaders of organized labour, and I believe that the Commission will be continuing its efforts to seek a consensus on ways to reduce the rate of increase in prices and incomes in the months immediately ahead. If the representatives of organized labour, as well as of management and governments, do not agree to play their part in this undertaking, they must share responsibility for the consequences that will result, one of which may be increased unemployment."

iscussing the problems of the two out of three Canadi-
ns who are not organized, the Prime Minister said,
They bargain for their wages and working conditions,
ot on the basis of collective strength, but on the basis
f personal contact with their employers, or they are
rried along by current economic forces of supply and
emand. Tens of thousands work in small industries
r whom the dividend of the unwise use of bargaining
ower could be bankruptcy. Hundreds of thousands live
regions where a lower standard of living is the lot
f many. Add to this that two and a half million Cana-
ans live on pensions that are fixed within narrow
mits.

n recent years, and at a rising pace, these unprotected
anadians have suffered a progressive decline in their
rchasing power. Because they cannot bargain for
bstantial wage or salary increases, they have also
ffered a decline in their standard of living."

he quality of work rather than the quantity of work
a concern for younger Canadians, the Prime Minister
ressed. The challenge of those involved in labour-
anagement relations is to concern themselves with the
mpact of technology upon work itself, that is, ultimat-
y, upon man himself. It may be that the technology
f the future will largely liberate the worker from the
rudgery from which he has not escaped in moving from
agriculture to industry; but in its present phase, technology has often come to imply alienation, fragmentation, and the creation of boring, repetitive jobs that are filled simply because they are the only available means of earning a living.

"The responsibility for managers of industry is to replace these tasks by work that reinforces instead of reduces the individual's sense of wholeness, and which measures his merit as a man rather than simply as a wage earner. Industrial leaders, and those of unions, will have to recognize also that young workers will increasingly exercise their right to participate, actively and directly, in the making of decisions that shape their lives, whether by a union or by a company.

"Moreover, the responsibilities of neither labour nor management end at the factory gate or at the office door. Young workers, and managers, are today fully aware that there is no longer any neat dividing line between industries themselves and the social environment in which they operate. Industries mean jobs, wages and an ever-expanding supply of goods and services; too often they have also meant polluted water and air, urban overcrowding, traffic congestion and architectural blight." The Prime Minister acknowledged that "Young workers know, in other words, that our society is both affluent and effluent."

How will guaranteed income affect social welfare costs?

Canada's emerging social policies and the problems inherent in adopting a guaranteed annual income or negative income tax have been discussed in two recently published booklets, one originating with the Canadian Chamber of Commerce, the other with the Industrial Relations Centre of Queen's University.

The first, sponsored by the Chamber, Some Observations on: **Social Policies for Canada, Part 1,** is a critique on the Canadian Welfare Council's proposed social policies for Canada. It was prepared by Prof. Otto E. Thur, Chairman of the Department of Economics at the University of Montreal. The second, **Emerging Social Security Issues,** was written by Prof. L. A. Kelly, former associate in research with the Industrial Relations Centre at Queen's.

Here is what Prof. Thur has to say about the guaranteed annual income and the Canadian Welfare Council's policies: **If we want to ensure a minimum annual income of $2,000 for individuals and $4,000 for families (the average Canadian family is four persons), the program would cost $2,812,868,000.** This figure applies to the total population, assuming that income of agricultural family units is distributed in the same way as that of the rest of the population. Obviously, we know that this isn't true and that agricultural incomes are much lower than those of other economic groups. Consequently this figure should be adjusted upward; but lacking satisfactory information, we have decided not to make this adjustment.

Social security payments made by the different level of government in 1965 amounted to $2,746,800,000. T this total we must also add the sum of old age pension which in 1965 was $885,300,000. Old age assistance c $91,300,000 is included in the former figure c $2,746,800,000, because it constitutes a federal assistanc program and enters into the federal social security pay ments.

A system that would function as described above is nc possible for our society. Actually, **a guaranteed annua income of $2,000 for individuals and $4,000 for familie would have a demoralizing effect on those whose income approach the limit of the guarantee and on those wh pass this limit only moderately.** We cannot take a syster of social security that assures $4,000 to a family wit no income whatever, and refuses assistance to a famil whose annual income is $4,025 and make it work. Th system must contain an incentive to work; and it mus include graduated allowances.

We assume that the guaranteed limits of $2,000 an $4,000 are flexible enough so that the system can b managed in such a way that, without added cost to th system, persons approaching the limits find it to the advantage to continue working. We assume also tha the benefits can be costlessly graduated in the famil group to take account of the number of dependant We still need an incentive, however, for those who ear

ıore than the guaranteed minimum. We have arbitrar-
y proposed decreasing bonuses to individuals—starting
\$400 when the individual's income is between \$2,000
ıd \$2,999, and \$200 when his income is between \$3,000
ıd \$3,999. In the case of families, the bonus would
e \$600 when the family's income is between \$4,000
ıd \$4,999, \$300 for income between \$5,000 and \$5,999,
ıd \$150 for income between \$6,000 and \$6,999. With
ıese benefits, the cost would obviously rise. Assuming
ıstribution of family units identical with 1965, the cost
ould be \$3,614 million.

uch a program seems relatively generous and costly.
bviously, it can be recalculated to give lower benefits
ıd bonuses, consequently diminishing the total cost.
Ve have chosen, still with the same figures on popula-
on distribution by income group, to see the cost of
ı annual guarantee of \$1,500 for individuals and
3,000 for families. Again, we have added decreasing
onuses for those whose incomes are in excess of the
uaranteed minimum. In this sytem, the bonuses would
so be more limited than in the previous one. They
ould represent \$300 for individuals whose income is
etween \$1,500 and \$1,999, and \$150 for those whose
ıcome is between \$2,000 and \$2,999. In the case of
ımilies, the bonus would be \$500 when income is be-
veen \$3,000 and \$3,999, and \$200 for incomes between
4,000 and \$4,999.

**he total cost of a program ensuring an annual income
f \$1,500 and \$3,000 according to family-unit status
ould be \$1,426,000,000, and if we add a system of
onuses when it seems necessary, the total cost would
e \$1,881,000,000.** We should note that the benefits from
ıis second variant are far from excessive, and would
ot permit their beneficiaries many luxuries. Allowances
gnificantly less than those provided by the second
heme would provide a very meager existence indeed.
et us not forget that old age pensions, and welfare
r the aged with no other source of income whatever,
ow amount to nearly \$1,300 a year, and we seem
greed that this sum should be raised.

**lthough we have been examining total family income,
ıcluding wages, interest, and transfer payments from
ıe three levels of government, the costs that we have
otained for these programs are net additions to the
resent welfare bill, should such programs be instituted.**
ı other words, payments for the guaranteed annual
ıcome would be in addition to present transfer pay-
ıents.

The concept of unified, general payments is drawing more and more attention, not so much because of the considerable savings involved, but because it will render the system more simple and uniform. All welfare systems develop through the regular addition of new programs that should improve the lot of the needy. These programs have always been specific, rendering benefits to a segment of the population for a specific reason. As the system becomes more complex, however, and there are more reasons that justify the transfer of income through the intervention of public authorities, it becomes less clear and less subject to effective control. A simplified formula for transfers reduces the administration costs of the program, and permits a clearer view of the benefits derived from the functioning of the system. But it would be an illusion to believe that one method or another of effectuating the transfers contains unsuspected economic gains, and would permit the appreciable reduction of the total costs of the transfers.

What we want to establish is the fact that a really significant improvement of benefits, such as the Canadian Welfare Council seems to hope for, will be an operation implying important costs. Whether we calculate them in a simplified fashion as we have done, or by substantial improvements to each separate program mentioned by the Council, the results will probably appear very close. The real problem is not to decide to proceed by one method or another, but rather to establish the order of magnitude of the financial implications. If we consider improved transfers as top priority, we must realize that, in the same financial scale, we are declaring other goals to be of secondary importance. Whatever the form chosen, the acceptance of a guaranteed annual income would represent a significant increase in the total cost of social welfare.

The second booklet, **Emerging Social Security Issues, by Prof. Kelly, was based on discussions that took place at a conference sponsored by the Queen's University Industrial Relations Centre,** June 1 to June 6, 1969. Here is an abridgement of what Dr. Kelly had to say about a proposed guaranteed annual income: There is no single concept of the guaranteed annual income. There are at least two basic concepts, with variations on each

theme. The first of these is the plan, advocated by Robert Theobald, which would guarantee every citizen the right to an income that would be sufficient to take him out of poverty. To illustrate this in Canadian terms, if the poverty line for a family of three, as suggested by the Economic Council, is $3,000 a year, or the poverty line for a family of four $3,500 a year, you would give them whatever income is necessary to raise their incomes to that level. This approach would eliminate poverty—at least to the extent of ensuring that every family had an income that was sufficient to meet basic needs.

The main criticism that has been made of the Theobald proposal is that it would seriously affect the incentive to work. **If a family is assured an income of $3,000, or $3,500, or $4,000 a year, the question that arises is why a person should bother to work if he is likely to earn less than that.** He would be just as well off by not working.

The second plan is designed to avoid this problem. This is the well-known negative income tax approach, associated mainly with the name of Chicago economist Milton Friedman. Under the Friedman plan, a family with income below the poverty line would receive an income supplement that is a percentage of the difference between its actual income and the poverty line.

To give an example, if the poverty line for a family of three is $3,000, and if the family had an income of $2,000, you might give it a supplement amounting to 50 per cent of the difference, raising its income from $2,000 to $2,500. If the family had no income at all, this 50 per cent formula would result in a supplement of $1,500. Under the Theobald approach, the family would get $3,000, regardless of its income. **Under the Friedman approach, a family would get $3,000 only if it earned that much. If it earned less, it would get only a percentage of the difference between its actual income and the $3,000 figure.**

Neither of these approaches, I think, really come to grips with the poverty problem. The Theobald approach would eliminate poverty in an absolute sense, but it would be achieved at enormous cost if you had to pay full guaranteed incomes to people who were capable of productive work but chose not to work. The Friedman approach would retain the incentive to work, but it would only alleviate poverty. In the illustration I gave, the family that had no earned income would get only $1,500 of the $3,000 it actually needs to live in minimum adequate conditions. Moreover, the incentive to work might be overstressed. Many of those below the poverty line are not capable of work (this is the case with a majority of welfare recipients); and if they were, there might not be jobs available for them.

A further criticism of these approaches is one that I referred to earlier, and which seems to be common to all guaranteed annual income proposals—that need is determined on the basis of previous income rather than current income. Families have to buy food weekly and pay rent monthly. If a family experiences a sudden loss of income, one can hardly determine its need for assistance on the basis of last year's income, which might have been quite adequate at that time.

Lastly, there is the question of how would these approaches improve on our present social security system. In Friedman's view, **the negative income tax would replace virtually all income maintenance provisions now in existence—assistance programs, pensions, unemployment insurance, and so on.** It is difficult to see how any guaranteed income plan could have such wide-ranging application. For example, if you were to replace unemployment insurance with a negative tax or other guaranteed income plan, what would be the implications? To mention only one, it would mean that a person who worked for the first six months of the year, earning $3,000, and who was unemployed for the rest of the year, would receive nothing to compensate him for this unemployment, since he would have already earned an amount equal to the guaranteed annual income.

If there is a case for a guaranteed annual income to replace existing programs, presumably it has to rest largely on the advantages of such a plan over present welfare assistance programs. With the introduction of the Canada Assistance Plan, we have a much improved and, in some provinces, well developed system of assistance that provides what is, in effect, a guaranteed income for those who are unable to work and, in certain circumstances, for those who are unable to obtain work.

Although the adequacy of assistance varies widely between provinces—to an extent greater than regional cost of living differentials would explain—its potential is indicated by the standards set by Ontario. Under the

)ntario General Welfare Assistance Act and Family enefits Act, a family of four can expect to receive about 3,000 a year. If you add to that the value of subsidized ıedicare, together with other services that are freely vailable to them, and if you take into account the fact ıat this income is not taxed, they are probably as well ff as a family of four that earns $3,500 a year, even ıough, technically, they are below the poverty line that ıe Economic Council of Canada suggests is applicable) a family of four.

ıssistance programs appear to have as much potential s any guaranteed annual income plan, and, they are esigned also to take account of regional and local cost f living differentials, and special individual needs. When ou also take into account the fact that the individual pproach to welfare assistance means that the recipient an receive counselling, training, and other non-pecun-ıry assistance, it is not that obvious that a guaranteed nnual income, based solely on an income test, would ave any significant advantages over assistance prog-ıms.

f there were a guaranteed annual income plan, presu-ıably it would have to be closer to the Theobald than) the Friedman proposal. Because most welfare recipi-nts are in the unemployable category, it would be ardly appropriate to implement a program that gave rimary emphasis to maintaining the incentive to work. ı plan based on the Theobald approach, however, ould not be an appropriate one for persons capable f employment.

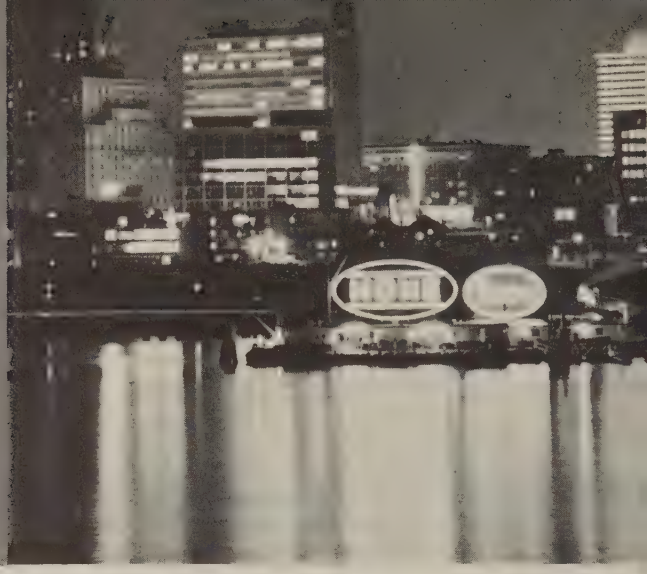
ccording to a recent report, an estimated 30,000 fami-es in Ontario are earning less than they would receive they were on welfare. This does not mean that these eople necessarily have "a pathological desire to toil,") quote Theobald. Technically, a person cannot receive elfare if he is capable of work and work is available. o it is not really a matter of choosing to work rather ıan receive welfare. Under the Welfare Assistance Act, n employable recipient must be willing to undertake mployment for which he is capable, and make reason-ble efforts to secure employment; no provision is made nder this or the Family Benefits Act to supplement)w earnings for persons in employment.

If we are going to deal realistically with this problem, it would seem that it has to be done by giving some kind of supplement to earnings, related to the number of dependants, either in the form of a negative income tax, or perhaps by higher family allowances, so that working families are assured an income at least as high as they would receive if they were unable to work. **If there is a case for a guaranteed annual income, therefore, it would seem to be a case for supplementing, rather than replacing, existing programs.**

I must add, because it is a point that is raised from time to time, that one cannot look to minimum wage legislation to provide an appropriate solution to the problem of the working poor. If we were, for example, to raise minimum wage rates so that they would provide an adequate income for a family with two children, as proposed by some, it would still be inadequate for families with three, four or five children. At the same time, you would be subsidizing families with one child, or with no children. **This is not to say that minimum wage legislation does not have its uses; but it is not a substitute for a program of direct income maintenance related to family size.**

Much more research remains to be done on the subject of poverty, including further research into the measurement and extent of poverty in Canada. The Economic Council itself emphasized the tentative nature of its poverty estimates. But in the absence of other information, people have tended to seize on these as definitive estimates of the extent of poverty. Related to this, research remains to be done in such areas as regional income and budgetary differentials and regional tax differentials. More generally, **much more attention has to be given to questions of objectives, principles, and methods in social security, including study of alternative approaches to achieve given objectives.**

The West Coast longshore dispute



The five-week strike of longshoremen at West Coast ports that began on September 25, ended temporarily on November 6, when the workers voted to return to work under a 90-day extension of their expired agreement.

The Canada Department of Labour entered the dispute on January 31, 1969, when the Hon. Bryce Mackasey and D. S. Tysoe, Chief Western Conciliation Officer, held discussions in Vancouver with the parties. The object of the talks was to ascertain the parties' views on the Department's role in respect to the forthcoming negotiations for a renewal of the collective agreement expiring July 31, 1969.

The union requested the Minister to waive the conciliation officer and board procedure in order that it could be in a strike position at the termination of the existing agreement. Mr. Mackasey made no commitment in this regard, but he suggested that a "representative of the Minister" could attend the negotiations, as had been done in the 1966 dispute. In a telegram to the Minister, the union indicated its willingness to meet soon with the employers, and said that it would agree to have a representative of the Department at the talks if the Minister would give assurance that the conciliation board procedure would be waived.

In his reply, Mr. Mackasey pointed out that he was pleased that early negotiations would take place, and said he was prepared to make the services of Mr. Tysoe available at the beginning of March. The Minister stressed that the union would appreciate "that, under normal circumstances, the report of a conciliation board is of great benefit as a guide to the Minister of the special measures that must be taken." He added, however, that he would be pleased to hear arguments that the conciliation board stage be eliminated. The union did not press this matter further.

The union served notice on March 24 on the employers that it desired to begin collective bargaining. The parties held their first meeting on April 3, and the talks continued in several meetings throughout the rest of the month until May 2. Little or no progress was made. The union demands, among other things, asked for an around-the-clock operation on the docks, plus a flat rate of $51.00 a shift, a weekly work guarantee of five shifts of 40 hours, and improved pensions. Other items included reaching agreement with the employers on the handling of containerized cargo.

An application for conciliation services was received from the union on May 8, and on May 12 the Minister appointed Mr. Tysoe as Conciliation Officer to deal with the matters in dispute. On May 27, the Conciliation Officer reported that he was unable to make any progress with the dispute, and he recommended that it proceed to a Board of Conciliation. The union thought that a board would not be useful in this situation, but the employers said that they had no objection to establishment of a board, and considered that the normal procedure should be followed.

A Conciliation Board was appointed by the Minister and was fully constituted on June 5 with the appointment of Roy A. Gallagher, Q.C., of Winnipeg, as Chairman. The other two members of the board who had asked the Minister to name a chairman, were A. Boyd Ferris, nominee of the employers, and William A. Stewart, union nominee. The board held hearings at Vancouver on June 23, 24 and 25, but was unable to find any common ground for settlement.

he report of the conciliation board was received by the linister on July 17. A majority report was made by ie chairman and Mr. Ferris. Mr. Stewart submitted minority report. The report was released to the parties n the same day. The majority report recommended n around-the-clock operation, a weekly work guarantee sing to forty hours to be fully implemented by the econd year of a two-year agreement, and a total wage ncrease of 70 cents an hour that would raise the basic ite from $3.88 to $4.58 by August 1, 1970.

he board left it up to the parties to determine whether ie agreement should be for a longer period than two ears. **The union rejected the recommendations, but the nployers accepted**—with the provision that the recomiendations be made effective over a three-year agreeient.

urther negotiations began on August 7, and the parties, ith Mr. Tysoe in attendance, spent many days in a etailed examination of the old agreement and new oncepts. On September 11, the union took a strike vote iat was completed two days later. It was reported that 96 per cent majority of over 90 per cent of the memership who cast ballots had given the union a mandate call a strike, "if necessary." The talks broke off on eptember 18.

/hen he was advised that negotiations had again eached an impasse and that a strike was imminent, Ir. Mackasey telegraphed both parties, advising them iat he had instructed W. P. Kelly, the Department's irector of Conciliation and Arbitration, to proceed to ancouver and meet with the parties on September 20. fter five days of intensive mediation sessions, the fedral mediator reported that no further progress could e made. **On September 25, the longshoremen withdrew ieir services from the waterfront and a strike began.**

ome weeks earlier, the Minister had received a comiitment from the union that its members would contine to handle grain shipments in the event of a strike. he union again assured Mr. Mackasey that the comiitment would be honoured. By the time the strike egan, tentative agreement had been reached on all sues except a wage increase. The employers' last formal ffer was 75 cents an hour over a three-year agreement i increments of 25 cents for each year. The union's osition on wages set a minimum increase of 93½ cents n hour over a two-year agreement, the increments in ach year to be negotiated.

As for the movement of grain, the employers refused to give any guarantee of long-term co-operation and said that they would handle only the grain ships then in port. On October 2, the employers announced that they would not continue to handle the loading of grain, taking the position that such operations would prolong the strike.

The next day, Mr. Mackasey made a statement in which he said that, in view of the employers' decision, he was actively exploring alternative means of keeping the grain moving, and that with Government support, the grain would be shipped. He wired the parties, reminding them of their responsibilities in this critical dispute that was affecting the economy and endangering Canada's reputation in the export markets. He urged an immediate resumption of bargaining.

On the Minister's instructions, Mr. Kelly returned to Vancouver on October 6 in a further effort to bring about a settlement. Meanwhile, arrangements were completed whereby the National Harbours Board at Vancouver, and the Board of Grain Commissioners at Prince Rupert, undertook the co-ordination and direction of the longshore labour needed for the loading of grain. Grain shipments, therefore, continued without interruption.

On October 17, the federal mediator reported that he had arranged a settlement of the matters in dispute, subject to ratification. The agreement was reached after 11 days of continuous mediation sessions. The terms of settlement provided for a total increase of 85 cents an hour over a period of two years from the date of ratification. The staging of the increments provided 45 cents in the first year from the date of ratification, and 40 cents in the second year; and an amount of 40 cents an hour of retroactive pay would be paid from August 1, 1969, to the date of ratification.

Mr. Kelly pointed out that the new agreement would do much to increase the productivity of the West Coast ports, as agreement had been reached on containerization, and the employers would have far greater flexibility in the use of gangs. Although the longshoremen would be guaranteed an eight-hour shift, it would now be possible to transfer men from ship to ship and ship to dock and vice versa, thereby utilizing the men fully over the period of the guarantee. The standard gang-size of eight men had been eliminated, and employers were free to dispatch men on the principle of "all men necessary, but no unnecessary men." The longshoremen also received improved pension benefits.

Andrew Kotowich, E. M. Strang, W. P. Kelly

The union announced on October 22 that the longshoremen had rejected the settlement by a vote of almost 70 per cent. On October 30, the Minister, Bernard Wilson, Assistant Deputy Minister, and W. P. Kelly, arrived in Vancouver to meet with the parties to seek a basis for settlement. Mediation began that afternoon, and was confined to friction points identified by the union as causing rejection of the settlement by the union members. These issues were: size of gangs, extension of shifts, employment on the job, and computer dispatch. **Following two days of continuous mediation, agreement was reached on all issues in dispute at 5 a.m. on November 1.** The negotiating and executive committees unanimously agreed to recommend acceptance to their membership.

Meetings with the membership were held in Vancouver, New Westminster and on Vancouver Island, with the union officers explaining the settlement and recommending acceptance. Voting began on November 3, and was completed by evening of the next day. **The longshoremen rejected the settlement for a second time, the vote being about 58 per cent against acceptance.**

Following the result of this vote, the union officers held meetings with the membership of the union locals and discussed the situation. The outcome of the meetings was that a further vote was taken, and the men voted 58 per cent in favour of returning to work while further attempts were being made to reach a new agreement. The union membership approved also the holding of a special convention on November 14, at which a new slate of officers were to be elected to continue negotiations. With the concurrence of the employers, the expired collective agreement was extended for a period of 90 days from November 6, 1969—and **the ports resumed operations on the weekend of November 7.**

A hand or the seafarer

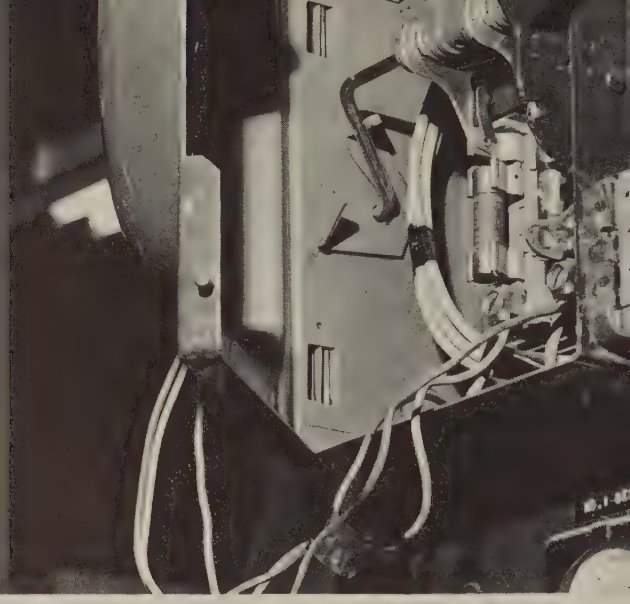
igher international standards that would govern seafar-s' living and working conditions were called for in a -nation conference in September, organized by the ternational Labour Organization. The two-week pre-ratory conference, which took place in Genoa, Italy, oposed the creation of the following international ndards: an increase in the basic minimum pay for amen from $70 to $91 a month; a new recommen-tion to help the shipping industry adapt its labour rce to technological change, and to control the supply d demand of seamen serving on foreign vessels; a commendation to supersede the ILO's Vocational aining (Seafarers) Recommendation of 1946 that ould advocate the inclusion of subjects such as elec-nics and management in training programs; a sup-ementary convention to update the standards set in e Accommodation of Crews Convention (Revised) in 49, and to recommend more sleeping space and in-eased recreational facilities; recommendations urging r-conditioning and control of harmful noise; a con-ntion to point out the need for further study of acci-nts and their prevention; a recommendation for con-nued development of welfare facilities at sea and in rt; and the adoption, for seafarers' mail, of a distinc-e identifying symbol that would speed delivery.

ne proposals will be submitted in October to a maritime ssion of the International Labour Conference empo-ered to set new standards in the form of international nventions or recommendations. As well as the tripartite legation from each country, the conference was at-nded by representatives of the World Health Orga-zation, the Intergovernmental Maritime Consultative rganization, the Commission of the European Com-unities, the International Confederation of Free Trade nions, the International Transport Workers' Federa-n, the World Federation of Trade Unions, the United amen's Service, and Apostolatus Maris, the Roman atholic international organization for seafarers' wel-re.

President of the conference was Raffaele Cusmai, Director-General of the Italian Merchant Marine Ministry. The three Vice-Presidents were: N. N. Dolinsky, Vice-Minister of Sea Shipping (USSR), Viscount de Botelho of the Shipowners' Association of Portugal, and Johan S. Thore, President of the Seamen's Union of Sweden. Dr. Albert Tévoédjré, Assistant Director-General of the ILO, acted as Secretary-General.

The Canadian delegation was headed by Captain G. W. R. Graves, Chief, Nautical and Pilotage Division, Canada Department of Transport; and Howard Pammett, Assistant Director of the International Labour Affairs Branch, Canada Department of Labour, was a government delegate and adviser. Other Canadian delegates were Government Adviser John H. Birtwhistle, Superintendent, Ships' Machinery Inspection, Steamship Inspection Division, Canada Department of Transport; Employer Delegate J. J. Burke, General Manager, Canadian Chamber of Shipping, Ottawa; Employer Adviser Captain J. P. Martin, Director of Services, Saguenay Shipping Limited, Montreal; Worker Delegate Robert F. Cook, President, Canadian Merchant Service Guild, Ottawa; and Worker Adviser James Todd, Secretary Treasurer, Canadian Maritime Union, Port Colborne.

A day in the life of a safety officer



Wanted: Executives, preferably with engineering or related background. Must have good practical knowledge of engineering, medicine, public health, law. Should be highly skilled in dealing with people in delicate situations and be both flexible and firm as the occasion demands. Must have considerable physical stamina and enjoy outdoor work. Should be able to convince public of value of their program. Candidates selected will work on their own much of time and be expected to make vital decisions daily. Must be accustomed to dealing with every level of employee, very senior management and union officers. Should have wide experience in industry and proven record of success.

The paragons of such virtues?—The safety officers of the Canada Department of Labour. The range of skills is not exaggerated. The federal safety officer has one of the most difficult jobs in industry—to persuade employers and employees that safety should be an accepted part of the industrial scene, and that time and money must be invested in well-planned programs. The stakes are not only reductions in deaths and injuries, but increased profits and productivity as well.

The front-line safety man has his office in a principal city in each province, Prince Edward Island being the one exception; this jurisdiction is looked after by a safety officer stationed in Fredericton, N.B. He has two major areas of jurisdiction: the Canada Labour Safety Code, and the more recent policy statements drawn up by the federal Treasury Board for the protection of federal government employees.

Another safety hazard

How does he do his job? The day starts in a routi way, much like anyone else's day at an office—telepho calls to be made, letters to be written. A company wan to know if it has to fill out a federal inventory for and if it is under federal jursidiction to begin with. Th safety officer will probably pass that one on to a co league in Ottawa who will check and phone back h answer. A provincial government official calls about meeting to discuss the recent federal-provincial arrang ments for inspection of boilers and pressure vessels. A agreement has just been signed that allows provinci inspectors to do this work under the federal Safety Cod An engineer rings to ask if he has any information c colour coding for piping systems carrying hazardo substances. The safety officer does not have the info mation at his fingertips, but promises to find out an call back.

After an hour of paperwork, **the safety man leaves f a meeting with officials of another federal departme to discuss the case of a man with cataracts. The ma says that these have been caused by exposure to ultravi let rays on the job. There is no record of any suc occurrence in medical literature. Does the safety offic know of any cases in his experience?** He makes a no to call some medical experts for advice. There is n conclusion to this case yet. Another meeting will b called as soon as someone has some hard evidence. Bu for the moment it seems doubtful that cataracts ca be caused by ultraviolet rays.

After a quick break for coffee, the safety officer loo at his schedule of visits. There are enough to keep hi on the run for a week—a lucky break under the circun

nces. Usually he is on the road for two weeks, visiting dustrial plants, federal government installations, peni-ntiaries, and manned navigational devices owned by e Government in Ottawa.

e first stop in the tour is the repair and mechanical aintenance shop of a trucking company just outside e city. This is a flying visit. The company doesn't know is coming, and the safety man doesn't know what will find, although he could make one or two in-rmed guesses. The purpose of his visit is to see a work ea as it would be on a normal day.

e safety man goes into the front office of the company, d proffers his identification card; in a few minutes a pervisor appears, and the purpose of the visit is ex-ained. The tour starts. The shop is not in good shape; fety rules are defied in almost every corner.

is something of a mystery why people who work with tentially dangerous equipment do not observe even e most basic rules of safety. Their lives are constantly danger, and their chances of becoming one of the 00 annual deaths or 850,000 annual industrial injuries e pretty good. The rig repair shop uses acetylene and ygen bottles for gas welding, yet they are not chained curely. If a bottle fell, a valve could be knocked off d the bottle would turn into an unguided missile that uld at least break the legs of anyone who could not t out of the way fast enough. And it could cause the voc of a high-explosive bomb if it was sufficiently arged.

vo days before, the officer recalled, he had seen oil the operating valve of an oxygen cylinder—a highly ngerous situation. Leaking oxygen and oil can com-ne to produce spontaneous combustion. Firefighting uipment is properly secured on the wall—yet someone s put a ladder against the wall and covered the extin-isher. The safety officer comments, and the ladder removed. There is oil on the floor, but nobody has nded the slicks. A worker could fall and badly bruise cut his leg.

nly one man is wearing safety glasses, although three his colleagues are using electric arc welding and tting equipment that gives off rays harmful even to e passer-by. The safety officer mentions this, but the pervisor shrugs and doesn't appear to care. He does t insist that his men wear glasses. Nor has he installed rtable screens for the protection of people walking st the arc welders.

Proper gas cylinder storage

Goggles must be in place

In another part of the shop, high up on the ceiling, an electrician has left some wires in a temporary state. For some reason, it seems that many electricians at some time or other do not finish their work properly, thereby creating a potentially hazardous situation.

As this point is being discussed, the safety officer sees another supervisor walk through the shop without a hard hat on his head. Why? He is in a hard hat area, yet he isn't following the rules. The supervisor accompany ing the safety officer says that the other man often goe from office to shop, but doesn't have the time to kee putting it on and taking it off. The safety man retort that if the men are to obey the rules, the right exampl must be set by their superiors. He also says to himsel that this shop is a very different kettle of fish from on he was in a few days ago. There the supervisor wouldn permit anyone to enter a work area unless he wore hard hat and safety glasses. At this point, the supervisc leads the safety officer to the tool crib, and there bot men are issued with the necessary equipment.

When the tour ends, the two men return to the supervi sor's office. As the safety officer discusses the variou safety infractions that have caught his attention, th expression on the supervisor's face sets. He tries to b relaxed, but he knows that he is at fault. This is on of the most difficult parts of a safety officer's job; h needs all the firmness and tact he can muster to dea with a man who has fallen down badly on the job. Th supervisor is uninterested in safety and doesn't kno anything about it; yet, when the importance of saf conditions and practices are explained to him, he real izes that he has been inefficient.

Paradoxically, there is some resistance to safety sugges tions; excuses are given. Such resistance is not infre quent, and it takes various forms. Sometimes safet equipment is ignored because it is considered "chicken to wear a safety helmet or safety glasses, and younge workers do not want to be thought of as "cowards"; o older workers who have never had an industrial safet program in their shop do not see why they should nee one now—especially if there have been no serious acc dents. Yet these accidents do occur—and surpris everyone except the safety officer.

As he says goodbye to the shop supervisor, **the safet officer makes a note to return and check on what im provements have been made. If nothing has been done and if repeated warnings have no effect, the officer ma refer the matter to a court of law.** This is an extrem measure, and one which has not yet been used.

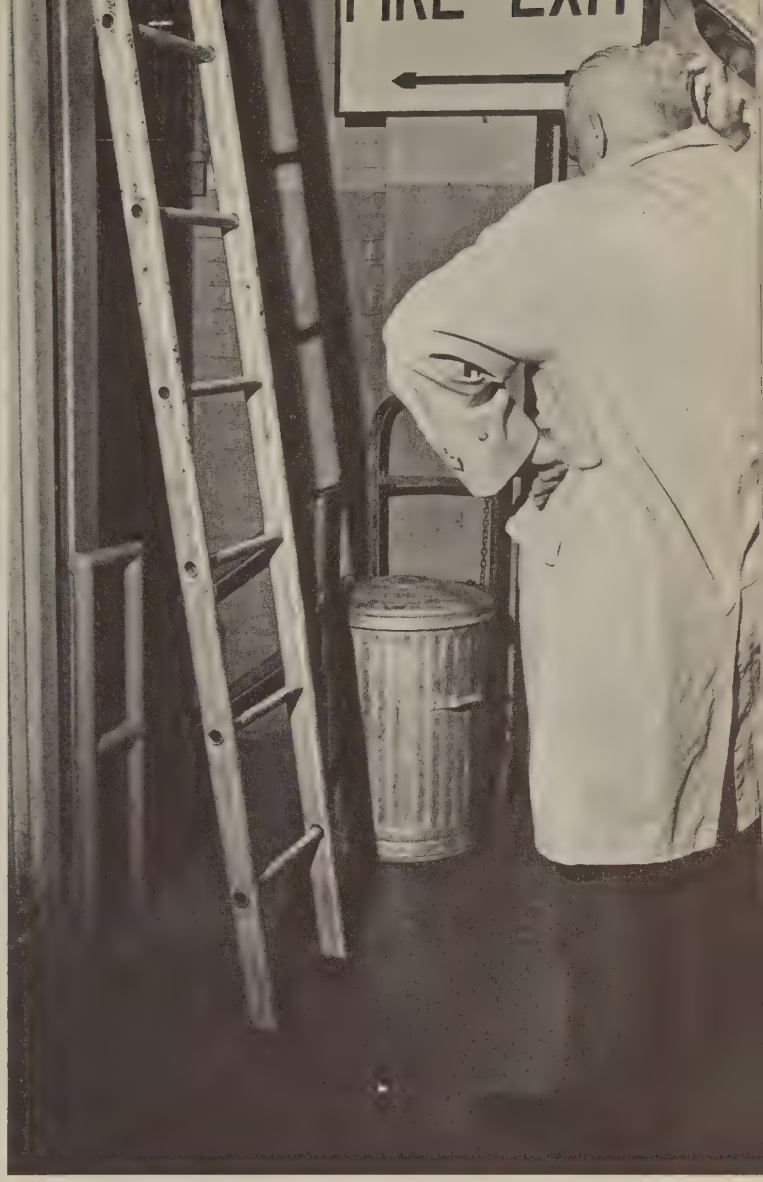
xt stop on the tour is a federal government installa-
n. The department in question has a safety officer
headquarters, and the local supervisor has arranged
bimonthly talks on safety by a qualified officer from
provincial Workmen's Compensation Board. These
ks are voluntary and well-attended.

e manager at the installation is enthusiastic and com-
ent; in fact, there is little that can go wrong at this
ce. It has immensely thick walls, little, if any, industrial
uipment, and it is fireproof. Nevertheless, the safety
icer makes a tour with the foreman. He looks in at
carpenter's shop, and walks over to the tool box and
machines. The guards are correctly installed on the
chines, and the tools are in good condition. He also
es to the boiler room, which has been inspected re-
ntly by a provincial safety officer.

nally, he goes back to the manager and discovers that
re have been no accidents for a long time. Moreover,
manager knows that safety is a management respon-
ility, and he has integrated a safety program into
plans.

e next stop is a large, old industrial plant on the
ge of town. The atmosphere is reminiscent of a prison.
ain, thick stone walls, long dark corridors. The noise
deafening. Why is it tolerated, especially when only
ew of the younger men are wearing ear plugs? The
ety officer begins his tour and immediately wonders
y the men in the foundry wear wool trousers but
ly cotton shirts. Wool is more efficient for resisting
hot spots of metal that may fly out during mould
uring; but cotton is no protection, and a foundry
rker can get a painful burn from molten metal.

another part of the plant, the safety officer notices
t the tool grinders are wrongly sited, so that the
lection on the protective shield hinders a free view
the grinder and tool rest. And once again, the electri-
ns have left an incompleted wiring job in the all-too-
niliar tangle. Why? It is almost a rhetorical question.
an adjacent work area, chlorine gas cylinders are
ng opened with the wrong tool, a practice by which
cess leverage can damage the valve and joint fittings
d cause leakage of deadly gas.



Exits must be clear

Everywhere he goes in the plant, the Safety officer looks and asks questions. This is the basic tool of safety: to look, perceive something that someone else has failed to see because of familiarity or indifference, and to ask why it is allowed and what can be done to correct it. For every safety deficiency in a plant is a potential hazard to those who work in it. The safety officer knows this, but too often, those who work there do not.

After reviewing what he has seen with the plant's safety officer, the federal man heads for his last stop, a radio station in a nearby small town. He is received by the station's president, an affable man whose office desk

Properly dressed for the job

and walls bear evidence of his participation in a variety of local community activities. He was not aware that there is a federal safety program, so the safety officer outlines its history and purpose, and gives the man a copy of the Safety Code before they tour the radio station.

The first thing he notices is a telephone wire across an office floor, a dangerous hazard to anyone wearing high heels. His host quickly corrects the condition. Next, the mechanic's shop is a mess, and the young man in charge mumbles and grins. He is told to do some housekeeping. Some of the equipment used in the studio is being repaired, and has been left open and unshielded. Tools are scattered on benches and on the floor. How good a mechanic is this man? wonders the safety officer. In general, however, there is nothing wrong with the station that cannot be quickly corrected, and he makes the point that corrections are management's responsibility.

The president asks for a list of matters that should b seen to. In answer to another question, the visitor say no, he won't be back to check, and the president grin The safety officer has assessed his man and knows tha he will act quickly to restore safe working conditions.

The safety officer walks to his car. He has done on day of a week's tour that will take him for hundred of miles around the province. **It's a job that require a man with the tact and flexibility of a marriage counse lor, the instincts of a psychiatrist, the stamina of a lio and the optimism of a saint. He must also enjoy livin in hotels.**

Part-time employment for older workers

art-time employment for older workers can be a factor both economic and social progress, says a report from e Manpower and Social Affairs Committee of the Or-anization for Economic Co-operation and Development OECD). The report was prepared by Jean Hallaire, specteur général de l'Economie Nationale, and is the xth report in a series on the employment of special oups. Mr. Hallaire's analysis is based upon experiences six countries that he personally studied: Britain, Ger-any, Sweden, Denmark, Belgium and France, and two ountries that supplied written information, Canada and e United States.

art-time work has grown in importance in response the desire of special groups of persons who wish to ork, but because of personal reasons or capacity, or her activities, are unable to do full-time work. And relates particularly to women with family responsi-lities; older workers; the physically, emotionally or entally handicapped; and students. This article will eal more specifically with the section of the report oncerned with older workers.

he report defines part-time employment as regular nployment, voluntarily undertaken and carried on uring a shorter period than the normal work schedule. he part-time employee should be distinguished not nly from the full-time, but also from the casual worker, e report says.

commission set up in France to study the problems old age, under the chairmanship of M. P. Laroque, onseiller d'Etat, said: "For the elderly, as for younger eople, the exercise of a trade or profession constitutes factor making for physical and mental equilibrium. his accounts for the fact that so many elderly people, ven if their financial situation does not demand it, still ish, if not to go on with their previous jobs, at any te to have some form of activity, and that a substantial roportion go on working to a comparatively advanced ge. Since there is no economic reason for eliminating derly people from the labour market, the problem is ot so much to know whether or not they should contin-e gainful employment, as to ensure a sufficient adapta-on of the job to the man after a certain age."

Mr. Hallaire's report suggests that part-time employment would appear to be perfectly suited to elderly persons. It would allow people reaching a given age the choice of going on with their present full-time job, with all the hazards that this implies—compulsory overtime, night work, irregular time-tables—or of working shorter hours that would exclude some of these hazards and correspond to their physical and mental aptitudes as well as wage requirements.

The OECD Manpower and Social Affairs Committee, in 1967, adopted the following principle: "Special job development programs in the public services and private industry should be considered, where appropriate, to open up job opportunities particularly adaptable to the abilities of older workers. Shorter daily and weekly working schedules are at times appropriate for people nearing retirement."

In the countries visited by Mr. Hallaire, part-time employment was found to affect only a small minority of elderly people. The report suggests, however, that in the future, even when manpower shortages cease to be a bottleneck in the expansion of these countries, the policy recommended by the Laroque Commission in France and the OECD for the employment of elderly workers should include a system of part-time employment. Mr. Hallaire recommends the planning of a charter for the timetable of part-time work for all citizens who, at some stage in their lives, may no longer be able to work full-time, but may wish to continue work during shorter hours.

In its conclusions, the report points out that **a system of part-time employment enables each worker in each sector of activity to adjust his daily or weekly working hours to the effort he can make, or to his needs.** It suggests that there be no age limit after which everyone would, in practice, be denied "the right to work." In this way, part-time employment could be not only a factor in economic progress, but also, a factor in social progress. The report considers that it should be possible for any worker to work less than normal hours prior to reaching retirement age, and also to continue working part-time after that age.

Part-time Employment—Its Extent and Its Problems, by Jean Hallaire, Inspecteur général de l'Economie Nationale, OECD Paris 1968, #6. (Price $2.80 Queen's Printer, Canada).

Labour federation conventions—1969

Four provincial federations of labour—those representing Prince Edward Island, Alberta, Nova Scotia, and Saskatchewan—held their annual conventions in the early fall of 1969. The Prince Edward Island Federation passed resolutions on medicare, taxation, automobile insurance and minimum wages. The Alberta Federation asked that coverage of the Alberta Labour Act be extended to include all employees in the Province. The Nova Scotia Federation expressed strong opposition to compulsory arbitration, and the Saskatchewan Federation continued its opposition to the provincial government's act passed last year that called for, among other things, a second strike vote after a strike has lasted 30 days.

Prince Edward Island

Medicare for all residents of the island, a wage act that lays down no exemptions to minimum wage levels, and a provincial automobile insurance plan similar to that of Saskatchewan were called for by delegates to the P.E.I. Federation of Labour convention in September. The Federation is proposing also that the amount of money that can be taken by garnishee from a pay cheque be reduced.

The Federation will seek a change in the Workmen's Compensation Act that would ensure that any employee unable to work because of an injury received on the job, receives full pay. And the Federation wants income tax exemptions to be raised to $4,000 for a married couple and to $2,000 for a single person. The Federation asked that jury duty fees be set high enough to cover what a person would have received had he been working.

W.P. Nearing, was elected President of the Federation, succeeding Everett MacLeod. Everett Baker was re-elected Secretary-Treasurer, and the Vice-Presidents for the year are E. Jessom, J. Coles, G. Proud, and B. Harris.

Alberta

Resolutions asking for higher income tax exemptions measures to make it easier for a working man to own his own home, a comprehensive, non-premium medical care scheme, and a provincially-run auto insurance plan were passed at the Alberta Federation of Labour convention in October. Other resolutions urged: provision in the income tax act to allow workers to deduct the cost of their tools and transportation to work; adoption of a minimum speed limit; and expansion of the Federation executive to include a fourth vice-president who would represent regional labour councils.

The convention asked also that all employees in the Province be covered by the Alberta Labour Act. The report of a committee looking into the Act urged: an increase in minimum wages from $1.25 to $2.00 an hour; a new approach to annual vacations; elimination of conciliation boards; the right of employees to strike at the end of their agreement; and opposition to the use of any kind of injunction during a legal strike. On the subject of vacations, the report stated that all employees receiving vacations should get an extra week's pay for each week of holiday.

Roy Jamha, Edmonton, was re-elected President of the Alberta Federation, and John McNevin, Edmonton, was re-elected Executive Secretary.

Saskatchewan

The 200 delegates to the Saskatchewan Federation of Labour convention in October approved resolutions seeking: **unemployment insurance for hospital workers province-wide bargaining for hospital employees reassessment of the minimum wage policy of the federa**

overnment; support for the principle of equal pay for omen; government appraisal of the needs of apprenceship and trades training programs; and changes in e Workmen's Compensation Act.

ne delegates called also for legislation that would give orkers the right to leave of absence for further educaon. Another resolution asked the Government to prode a program of grants so that workers who were pgrading their education or training would not lose oney during the training period.

ne provincial Government should expand the inspecon and proper policing of existing safety regulations, nother resolution said. It requested further that the overnment develop programs that would guarantee nployees adequate protection from noise and the insity and length of work. The Federation went on cord also in support of the establishment of an Indian ollege at the University of Saskatchewan; but the solution insisted that the Indian and Métis people be nsulted on all matters affecting the college, including anning, and the preparation of the curriculum.

esident W.G. Gilbey was re-elected President of the ederation. Others elected were: George Seminuk, Sastoon, first Vice-President; C.C. Cave, Moose Jaw, cond Vice-President; Ron Klassen, Saskatoon, third ice-President; Fred Pomeroy, Regina, Treasurer; Louis eil, North Battleford, Recording Secretary; Ron Dunn, Regina, and Lee Gisi, Prince Albert, Alternate fficers.

Nova Scotia

The Nova Scotia Federation of Labour strongly opposed all forms of compulsory arbitration at its 14th annual convention. Delegates were told that strong pressure was being put on governments to enforce such action, because of possible strikes in hospitals and the recent police strike in Montreal. One delegate said that there would be a general strike in Nova Scotia if compulsory arbitration is ever introduced.

Provincial Minister of Labour Dr. T.J. McKeough told the convention that an umpire system rather than a three-man arbitration board would speed up grievance settlement, be more efficient, and cost less. The umpire would be appointed during the time of collective bargaining negotiations, he said.

J. R. Lynk of New Glasgow was re-elected President of the Federation, and J.K. Bell of Halifax was re-elected Secretary-Treasurer. Area Vice-Presidents are: Tom Mombourquette, Cape Breton; Don Murphy, Pictou County; Basil Brine, Colchester-Cumberland; Gordon Smith, Halifax; Harold Burden, Annapolis Valley; and Clary Webber, South Shore.

Labour legislation in 1968-69

Part 2: Industrial training and apprenticeship

A new Manpower Vocational Training and Qualification Act was passed in Québec in 1969. This Act is significant for two reasons: it requires employers to notify the Minister of Labour and Manpower in advance of any collective dismissals in order that measures may be taken to assist the affected workers; and it will lead to sweeping changes in apprenticeship and vocational training in the Province.

The principle underlying the legislation is that training is to be given according to the needs of the labour market and of employers and workers in industry, and the Manpower Branch of the Department is to play a major role in determining occupational and manpower training requirements. The Act was based on the work and recommendations of two study committees and was introduced with the unanimous support of the Advisory Council on Labour and Manpower.

A provincial apprenticeship and tradesmen's qualification system has been established by consolidating and broadening provisions formerly contained in several acts. Manpower Vocational Training Commissions will take over existing apprenticeship centres and will expand their activities in order to meet more adequately regional requirements for vocational training. Conditions of admission to trades and of testing the competency of workers will be standardized. Employers and employees will be associated in the setting up and administration of all aspects of the new program through representatives on advisory bodies at the provincial and regional levels and on Manpower Vocational Training Commissions.

The provincial advisory committee, which will advise the Manpower Branch on all matters relating to training, is to consist of representatives of employers and employees (10 of each) chosen from the directors of the Manpower Vocational Training Commissions and representing all economic sectors, and one representative from each of the Departments of Labour and Manpower, Education, Industry and Commerce, and Family and Social Welfare.

Discrimination based on race, sex, religion, national extraction or ethnic origin is prohibited in selecting candidates for apprenticeship or vocational training, in carrying out such training programs, or in examinations for certificates of qualification. A distinction, exclusion or preference based on the requirements of a particular job does not constitute discrimination.

The Act contemplates a revision of the regulations now in force in order to lay down the actual standards that are to govern apprenticeship, the certification of tradesmen and manpower vocational training. The regulations may require apprenticeship training and the holding of a certificate of qualification in order to carry on a given trade. Where the Lieutenant-Governor in Council has declared a trade to be a certified trade, only employees who have obtained certificates of qualification may be employed in or carry on such a trade. Certificates of qualification that will be valid throughout the Province will be issued by the Manpower Branch, replacing the former system under which a parity committee set up under the Collective Agreement Decrees Act to enforce a decree in a specified region had authority to require certification of tradesmen in the trade in that region.

Former system

Unlike other provinces, Québec did not have a system of apprenticeship and tradesmen's qualification providing for uniform provincial standards. Under the Apprenticeship Assistance Act, now repealed, the Lieutenant-Governor in Council, on the recommendation of the Minister, could recognize a municipality as an apprenticeship centre of a trade, either generally or for one or more industries. An application for recognition had

be made by a trade union or employers' association by a parity committee. Apprenticeship training in recognized apprenticeship centre was the responsibility an apprenticeship commission. Ten or more persons ould petition to become incorporated as an apprenceship commission for a centre. A commission was equired to report annually to the Minister. Commisons could make arrangements for training with the epartment of Education and educational institutions could themselves offer training courses.

raining in the apprenticeship centres, which numbered bout 15, was given principally in the construction and utomotive trades, although other trades such as shoeaking, hairdressing and printing were taught. Apprenceship commissions could receive financial assistance om parity committees, the Workmen's Compensation ommission, the Minimum Wage Commission and mucipal and school corporations.

addition to repealing the Apprenticeship Assistance ct, the new Act deleted the apprenticeship provisions ntained in a number of other statutes. These included ctions of the Collective Agreement Decrees Act and e Construction Industry Labour Relations Act, which nabled provisions of collective agreement dealing with pprenticeship to be made binding by decree. Also epealed were provisions dealing with apprenticeship nd licensing of electricians, pipe mechanics and ationary engineers, found in five separate special Acts. he authority of the Minimum Wage Commission to nclude apprenticeship standards in its orders was also emoved.

ew system

utlining the new system in the National Assembly, e Minister stated that **the Act provided for regional dvisory committees in the two main sectors of economic ctivity—that is, industry, including construction, and ommerce and services.** He said that the regional advirv committees would give birth to Manpower Vocaonal Training Commissions in each region, and that e function of the Commissions would be to apply the aining policy established by the Government, taking to account any federal-provincial agreement that the epartment might negotiate. Over and above the reonal advisory committees, there would be the provinal advisory committee. The program is to be carried ut in consultation and collaboration with the Departent of Education.

In order to stimulate interest in, and to lay the basis for the organization of, the new program, the Minister appointed a nine-member mission representing the departments concerned, employers and trade unions. The function of the mission, referred to as OPES (Opération, Participation, Employeurs, Salariés), is to assist in the organization of the regional advisory committees and to stimulate the formation of the Manpower Vocational Training Commissions.

The Minister said that the regional advisory committees would be invited to define regional training needs and that, based on their recommendations, a new program would be substituted for that carried on in the apprenticeship centres. Consultation was envisaged with the directors of these centres with a view to broadening and changing their program to encompass a much wider range of trades.

Commissions

The Manpower Vocational Training Commissions are to take over the functions of the apprenticeship commissions and the existing apprenticeship centres. They are to be incorporated bodies responsible for vocational training in the region. Twelve persons who are appointed by the regional advisory committees and who represent, in equal numbers, employers and employees from the industrial and service sectors, may petition the Lieutenant-Governor in Council to be incorporated.

A Commission is to comprise the general meeting of its members, a board of directors and an executive committee. The general meeting is to consist of persons from the region served by the Commission, and each regional advisory committee is to appoint four members.

The general meeting elects 12 of its members to serve as the board of directors. In both bodies, employers and employees from the sectors of industry and services must be equally represented. For the first three years, however, the board of directors is to represent equally construction, industry other than construction, and services. The executive committee is to consist of a chairman, two vice-chairmen and a secretary appointed by the board of directors. The regional director of the Manpower Branch, and the principal of the vocational training centres in the region, are to be ex officio members of the Commission, the board and the executive committee.

The board of directors must appoint a principal for the vocational training centres and may appoint an assistant principal for each centre.

As with the apprenticeship centres, a Commission may, subject to regulations and the approval of the Minister, make agreements with educational institutions and business establishments respecting vocational training. The bylaws and budget of each Commission must be approved by the Minister, to whom it must also make an annual report. Financial assistance may be granted by various bodies, as was the case with the apprenticeship centres.

Collective dismissals

Except in seasonal or intermittent employment, an employer who foresees having to make a collective dismissal for technological or economic reasons must give advance notice to the Minister. The Act establishes periods of notice, depending on the number of workers involved. The required periods of notice are: from 10 to 100 workers, 2 months; from 100 to 300 workers, 3 months; at least 300 workers, 4 months.

On the request of the Minister, and in consultation with him, the employer must participate in establishing a committee on reclassification of employees. The certified trade union, or, if there is none, the employees, must be equally represented on the committee. The employer must make such financial contributions to the committee as are agreed to between the parties.

With the consent of the Minister, and subject to conditions determined by him, the employer and the certified trade union, or, if none exists, the employees, may establish a collective fund for the reclassification and compensation of employees. If necessary, several employers and certified trade unions may establish a joint fund.

New Brunswick

In New Brunswick, the apprenticeship program and the examination and certification of tradesmen are now carried out under the authority of a single Act—the Industrial Training and Certification Act, which went into force on April 25, 1969. It replaces the Apprenticeship Act and the Tradesmen's Qualifications Act. The Act provides for a Director of Industrial Training and Certification, and for an Industrial Training and Certification Board. The Board, which takes the place of the Provincial Apprenticeship Committee and the Tradesmen's Qualifications Board, is given the authority to issue diplomas to apprentices, and to issue, cancel, suspend or revoke certificates of qualification. It may designate trades, on the recommendation of the Director. A decision of the Director may be appealed to the Board.

The Board, like the former Provincial Apprenticeship Committee, is to consist of seven members: two employer and two employee representatives; an official from the Department of Labour; an official from the Department of Education; and an independent chairman.

The Minister of Labour may appoint a provincial trade advisory committee in any trade or group of trades. The Director may appoint a local advisory committee to assist him in regard to apprenticeship training in an area. As previously, the Lieutenant-Governor in Council may declare any designated trade to be a certified trade. Certificates issued under the former Acts remain in force.

Changes in regulations

Regulations were issued in various provinces laying down rules for trades newly designated for apprenticeship, and making changes in the standards set in existing regulations. **Compulsory certification of tradesmen was put into effect in additional trades in four provinces and is about to be introduced in one trade in Prince Edward Island.** In all cases, provision was made for the protection of the skilled workers engaged in the trade through the fixing of an "open period" in which they may apply for a certificate without examination, or through the granting of a permit in Prince Edward Island. Provision was also made in some provinces for tradesmen in certain trades to apply for and obtain a certificate of qualification on a voluntary basis.

Under the Alberta Apprenticeship Act, regulations for the newly designated trades of electrical mechanic and instrument mechanic were issued, and regulations governing the bricklayer, partsman and millwright trades were revised. For the two new trades, the term of apprenticeship is for four periods of 12 months each, each period to consist of 1,800 hours of work. The term of apprenticeship of a bricklayer is for four periods of 1,600 hours each. Wage rates of millwrights and partsmen were increased. Provision was also made for voluntary certification in these trades, on the basis of three years working experience for the partsman and four years working experience for the millwright.

British Columbia, hairdressing was designated as an prenticeable trade. Provision was made, after the lding of public hearings, for voluntary certification the carpentry and oil-burner mechanic trades, upon bmission of proof of a minimum of 8,000 and of ,000 hours of qualifying experience in the trade.

Manitoba, the rules for the machinist trade were placed. The period of apprenticeship was reduced om five to four years, as was done recently in three ner trades. As before, machinists who have had the quired length of experience in the trade and who pass examination approved by the trade advisory com-ttee may be granted a certificate of qualification. esent or past employers must vouch for their experi-ce and knowledge. The certificate of qualification is w open to persons 26 years of age and over, instead 28 and over, and the minimum period of qualifying perience is now six years instead of seven.

In Newfoundland, the minimum educational requirement for a candidate for apprenticeship in the carpenter and joiner trades was raised from Grade 8 to Grade 9.

In Nova Scotia, regulations were made for two new trades, those of industrial instrumentation and industrial mechanic (millwright). In each, the term of apprenticeship is four years, as in all other trades except plumbing and steamfitting. Grade 11 or its equivalent is required for the industrial instrumentation trade. Provision was made for the issue of certificates of qualification on a voluntary basis to workmen engaged in either trade.

For the purposes of apprenticeship training, and, after a 2-year open period, for purposes of compulsory certification, Ontario has broken down the trade of motor vehicle repair into various specialized branches

(fuel and electrical systems mechanics, transmission mechanics, automotive machinists, auto body repairers, alignment and brakes mechanics and automotive painters). Included as well are the trades of truck-trailer repairer, heavy-duty equipment mechanic, motorcycle mechanic and service station attendant.

The term of apprenticeship varies from two to five periods of 1,800 hours each: two periods for automotive painters and service station attendants; three for fuel and electrical systems mechanics, transmission mechanics, alignment and brakes mechanics, truck-trailer repairers and motorcycle mechanics; four for automotive machinists and auto body repairers; and five periods for heavy-duty equipment mechanics. Credit may be allowed for secondary school graduation and specialization in auto mechanics.

Amendments to the existing regulations governing motor vehicle mechanics increased the number of training periods of 1,800 hours each from three to five, and made provision for persons trained in a related classification of the trade to transfer and become qualified in the trade of motor vehicle mechanic by the successful completion of specified periods of training.

All the foregoing trades were declared to be certified trades. This means that persons working in the trade when it was certified have a two-year period in which to qualify for a certificate. A new regulation issued for the trade of baker requires training during two periods of 2,000 hours each. Baking is not a certified trade.

Compulsory certification

In Ontario, compulsory certification is being applied in all trades that can be expected to benefit from it. As indicated above, 10 trades, all specialized branches in the field of motor vehicle repair, were designated as certified trades. For any certified trade, a two-year period is provided in which to obtain a certificate. About 24 trades have been declared certified trades.

In Alberta, a certificate of proficiency is required in any trade designated under the Tradesmen's Qualification Act. Two other trades, the bricklayer and the elevator constructor trades, were added to the 12 or more trades already designated. With respect to the elevator constructor trade, it was provided that certificates of proficiency and maintenance certificates might be issued, without examination, to persons who applied before January 1, 1970, and who could show proof that they had had six years of actual experience in the trade before July 1, 1968.

In New Brunswick, regulations were issued under the Tradesmen's Qualifications Act (now replaced by the Industrial Training and Certification Act) requiring the holding of certificates of qualification, effective February 1, 1969, in the motor vehicle repair trade (electrical and fuel systems) and the motor vehicle repair trade (steering, suspension and brakes). To be a candidate for a certificate of qualification, a person must prove that he has served at least three years of actual occupation in the general activities of the trade or is an apprentice. The trade of motor vehicle repair (mechanical) has been a certified trade since January 1, 1968. Certification is now compulsory in nine trades in New Brunswick.

In Nova Scotia, regulations providing for compulsory certification in the plumbing trade became effective on April 23, 1968. During a two-year period, journeymen in the trade who have the required qualifications and experience may obtain a certificate of qualification without examination. After April 23, 1970, the effective date for compulsory certification, applicants who did not apply for certification during the open period must be examined before a certificate may be issued. Two other trades—electrical construction and motor vehicle repair (mechanical)—are certified trades in Nova Scotia.

In accordance with a 1968 amendment to the Prince Edward Island Apprenticeship and Tradesmen's Qualification Act, which made provision for compulsory certification, the plumbing trade is to be designated as a certified trade, effective January 1, 1970. **Any person who can furnish proof that he has worked as a plumber for any period during the five years prior to January 1, 1970, may be granted a permit, without examination enabling him to continue indefinitely to engage in the trade.**

Part 3: Industrial safety

Newfoundland passed its first Elevators Act in 1969. This Act, when proclaimed in force, will require all elevators and lifting devices (including dumb waiters, escalators, man lifts, incline lifts, aerial trams, ski lifts and ski tows) to be inspected at least once a year. The installation or major alteration of an elevator is subject to prior approval of plans, drawings and specifications by an inspector.

The Act imposes on the owner of an elevator a duty to see that the elevator is inspected annually by giving notice in writing to the chief inspector.

s in other provinces, the inspector has authority to quire the owner to remedy unsafe conditions and, in se of danger, may order that the elevator be taken t of service. In such cases the owner must forthwith se the elevator with a seal and prohibit its use. If elevator is found to be safe, the owner is issued a rtificate valid for one year. A certificate may be sus-nded or revoked by an inspector. Any action or cision of an inspector, including the closing of an safe elevator, may be appealed to a Judge of the preme Court or of a District Court. The owner is quired to report any accident, death or suspected echanical faults to an inspector, who is to make an vestigation, determine the cause and take appropriate tion to prevent a recurrence.

s with other modern safety legislation, the specific andards that are to govern the construction and opera-n of elevators are to be prescribed by regulation. The gulations may adopt published codes, rules or stan-rds. A fine of up to $1,000 or three months imprison-ent may be imposed for an offence under the Act.

An amendment to the New Brunswick Industrial Safety Act empowers the inspector to issue stop-work orders, subject to appeal to the chief inspector whose decision is final. Previously, stop-work orders had to be made by the chief inspector, but his decision did not become final for 24 hours, during which time the operator could show cause as to why the order should not become effective.

The provisions establishing a minimum age for employment were transferred from the Minimum Employment Standards Act to the Industrial Safety Act. Employment under the age of 16 is forbidden without a permit from the Minister of Labour. This prohibition applies to employment on a farm as well as to all other workplaces except a private home or a mine. The minimum age for employment underground in mines as set under the Mining Act is 16 for coal mines and 18 for metal mines.

British Columbia completely revised its Coal Mines Regulation Act in the light of modern mining techniques. The revision brought the Act into greater uniformity with the Act governing mines other than coal mines, which was re-enacted in 1967. **A significant development is that medical examinations are now required for persons in dust-exposure occupations in coal mines before employment begins and annually thereafter.** A certificate of fitness is a prerequisite for employment. Annual medical examinations have been required by law for metal miners since 1936.

The Act, like the Mines Regulation Act, provides for a new class of inspectors—environmental control inspectors—whose function is to inspect ventilation, dust and noise conditions. It contains a provision on noise control and it fixes 18 as the minimum age for employment underground and in surface workings, except that a boy of 17 may be employed for training purposes, with the approval of the chief inspector. The Act also forbids the employment of women underground, subject to such exceptions as the chief inspector may approve in conformity with the International Labour Convention concerning the employment of women on underground work in mines. (Canada ratified this Convention in 1966.)

Every mine employing more than 35 persons, unless exempted by an inspector, must have speedy means of communication for a physician's services. Expanded health and sanitation provisions apply where more than 10 persons work underground, instead of more than 15 as formerly.

Adoption of regulations

Since most safety standards with which employers and workers must comply are contained in regulations, the promulgation of new general accident prevention regulations in Alberta and Manitoba, in each case made by the Workmen's Compensation Board, and the extensive revision of the Ontario Construction Safety Regulations were important developments during the year. In both Alberta and Manitoba, the Workmen's Compensation Board is directly responsible for accident prevention.

In all cases, the regulations are an extension and an up-to-date replacement of earlier safety regulations and are intended to safeguard workers against the hazards of modern industry. The regulations cover a very wide range of safety matters, strengthening present requirements in certain areas, and containing new provisions made necessary by changes in operating techniques, materials, equipment and tools.

The Alberta regulations, which are applicable to all industries within the scope of the Workmen's Compensation Act, went into force on August 1, 1968. They supplement the Board's other safety regulations (nine or 10 in number), which apply to various hazardous industries or occupations such as explosives, the petroleum and natural gas industry, lumbering, the woodworking industry, and pipeline construction. **The Board has been engaged in a continuing revision of its safety regulations.**

The regulations contain all the usual protective measures for general employment safety. Special sections are devoted to welding and laundry operations. Among new provisions are those concerning noise, radiation and control of static electricity.

A significant new provision stipulated that, effective August 1, 1969, penumatic-tired, farm-type tractors must be equipped with a canopy or guard of sufficient size and strength to provide protection to the operator from crushing due to tipping or rolling over of the tractor. The employer must provide a seat belt or other restraining device, and the tractor operator must use the device.

In Manitoba, the Employment Safety Regulations were made under the authority of the Employment Safety Act, which applies to all employees in the Province except agricultural workers, domestic servants and employees subject to the Mines Act. The regulations, which were issued in March, 1969, were developed over a period of time in consultation with industry and organized labour. They replaced construction safety regulations that had been continued in force after the adoption of the Employment Safety Act.

The regulations lay down precautions to be taken and measures to be adopted in industrial and construction areas for proper protection against injury to employed persons, and to persons whose safety may be imperilled by actions taken by employed persons.

The organization of the regulations by subject indicates the areas covered: Part I—General; Part II—Safety of employees in Factories and Industrial Plants; Part III—Construction, General; Part IV—Excavations; Part V—Demolitons; Part VI—Erection of Skeleton Steel Buildings and Construction of Steel Bridges; Part VII—Explosives; Part VIII—Operation of Construction Machinery or Equipment in Vicinity of Electrical Power Lines.

Radiation hazards and noise control are among the subjects dealt with. Where noise approaches potentially harmful levels, it is the employer's responsibility to report the situation to the Board and to secure the Board's ruling as to acceptable noise limits applicable in the circumstances. In work areas where noise levels exceed the maximum specified in the criteria adopted by the Board, the employer must attenuate the noise at the source to approved levels or isolate the workman from it, or the workman must wear effective personal protective equipment.

A provision regarding skin protection states that all persons working with materials that may be injurious must be made aware of the potential hazard. Where deemed necessary, the employer must provide protective oil, grease or cream, and the workmen must apply it to all exposed parts of the body.

The regulations made under the Ontario Construction Safety Act (O. Reg. 269/69), effective July 22, 1969 represented the first real revision of the regulations since they were adopted in 1962. Amendments in 1967 laid down standards regarding falsework, in the wake of the Heron Road Bridge disaster in Ottawa in 1966.

Enforcement of the Construction Safety Act and regulations is primarily a municipal responsibility, supervision a provincial responsibility. The 1967-68 Annual Report of the Department of Labour reported that the Act was enforced by a staff of 230 inspectors appointed by 107 specified municipalities.

hese regulations are also wider in scope than previous-. They provide for more stringent controls but also clude elements of flexibility. As an example of flexibi-y, the regulations prescribe more specifically the type safety hat and safety footwear that must be worn workmen; but they provide that a workman need ot actually wear a safety hat, if he has one handy, wear safety footwear, where he is not exposed to anger of injury.

new section sets out safeguards for workmen endan-ered by vehicular traffic. New safety rules are laid down r explosive-actuated fastening tools, including design, oper use and storage, marking and storage of explo-ve charges, and operating rules governing instruction d safe use. Other new provisions cover storage of mpressed gas, flammable liquid, and combustible, rrosive or caustic substances.

ronger provisions protect workmen in elevated posi-ns, as well as permitting use of modern hand rail nstruction. Scaffold, lifeline and falsework provisions ver construction equipment, including balloons and licopters used to move materials on the site, and other uipment not requiring ground support.

mong a number of amendments and additions made the New Brunswick Industrial Safety Code, there is provision stating that industrial noise levels must be pt below 90 decibels, where possible. Beyond that nge, ear protective devices are obligatory. Workers posed to the danger of drowning must wear life jack-s. A table specifically limits weight and number of rsons carried in small boats. Certified powdermen ust be in charge of blasting. **An important new section verns all aspects of the compressed air environment.**

egulations under the Québec Industrial and Commer-al Establishments Act respecting the protection of orkers in construction yards and trenches were nended with regard to the use of plaster spray ma-ines. The regulations, detailing requirements regard-g the competency of the operators and operating con-tions, were made after study by the Department of abour, in co-operation with the Department of Health.

f interest is a new regulation made under the British olumbia Railway Act requiring installation and mainte-nce of water coolers and sanitation facilities in loco-otives and cabooses. Although these facilities were quired in new locomotives and cabooses as of May 1969, companies have until May 1, 1970, to install ater coolers, and until May 1, 1974, to install suitable ilet facilities in all such equipment.

First aid regulations

Through joint consultation with Workmen's Compensation Boards, uniform first aid regulations were adopted in Alberta, Manitoba and Saskatchewan. Nova Scotia has adopted the same requirements. The Québec Workmen's Compensation Commission revised its first-aid regulations, and in Prince Edward Island, detailed first-aid requirements were included in the Industrial Safety Regulations adopted by the Board in 1968.

New Brunswick Industrial Safety Council

The New Brunswick Industrial Safety Council, which is the body responsible for initiating and co-ordinating industrial safety education and promotion programs in the Province, was reconstituted and an advisory committee established.

The Council consists of five members: the Chairman of the Workmen's Compensation Board, the Director of Technical Services of the Department of Labour, one labour representative, one employer representative, and a chairman. The Industrial Safety Council is now to implement, as well as develop, educational and safety promotion programs.

The advisory committee appointed by the Minister of Labour is to be composed of not less than four and not more than 12 members representative (not necessarily equally) of labour, management and government from industries subject to the Workmen's Compensation Act, and with representatives of the Industrial Safety Council, the Department of Labour and the Board as ex officio members.

Canada Labour (Safety) Code

During the year, agreements providing for the use of provincial safety inspectors in federal jurisdiction were signed with a number of the provincial authorities, and such inspection work has been in progress in some areas since April 1, 1969. Regulations governing coal mines operated by the Cape Breton Development Corporation went into force on February 12, 1969. These are essentially an adaption of Nova Scotia coal mines regulations. Regulations under the Code governing boilers and pressure vessels were recently approved. Other safety regulations are in process of development.

They should lean on us, not stand on us

An appeal to Britain's trade unions to continue their belt-tightening measures for the sake of the country's economy was made by Prime Minister Harold Wilson at the 101st annual convention of the Trades Union Congress held at Portsmouth, September 1 to 5.

Britain's economy is steadily improving, Mr. Wilson said, exports are booming now that the prices of British goods are competitive on world markets, and nothing must be done to jeopardize this positive economic trend. The Prime Minister asked for support in continuing the Government's restrictions on wage increases. At the time of the conference, wage raises were limited to 3 per cent in any 12-month period, but the Government's power to enforce the curbs expired at the end of 1969.

Mr. Wilson indicated that he will seek Parliament's approval to continue for another year. But at the same time that he asked for their co-operation, the Prime Minister antagonized many delegates at the convention by expressions such as "irresponsible industrial strike action" and "inflationary wage increases," and he called them to task for the large number of wildcat strikes.

In response, the TUC delegates voted by a narrow majority to repeal not only Part II of the Prices and Incomes Act that embodies delaying powers on wage increases and prices, and the power to fine unions, but to end the National Board for Prices and Incomes that had been given statutory form in Part I of the Act (L. G. 1965, p. 502). The General Council had suspended a decision on whether or not to retain Part I until it had discussed with the Government its intentions on Part II. It was the penal sanctions in Part II that the delegates found so offensive, so against the advice of the General Council, they decided to condemn the Act itself.

Two of Britain's most powerful labour leaders, Hugh Scanlon, President of the Amalgamated Union of Engineering and Foundry Workers, and Jack Jones, General Secretary of the Transport and General Workers' Union, were the chief opponents of Mr. Wilson's appeal. Mr. Scanlon won overwhelming approval from the TUC for the five-point economic plan he offered in place of the Prime Minister's export policy. He told the Congress that Britain had had five years of bitter experience with Wilson's "old methods of restriction," and it was now time for a new policy.

It was a major defeat for Victor Feather, the newly elected General Secretary, who had asked the conference for a more moderate policy that would retain part of the Prices and Incomes Act, but reject the sections containing penal clauses. It was a disappointment also for the TUC General Council, which, although it had not approved wage restraint, had agreed with the idea of a prices-incomes board.

Support for Mr. Wilson came from an unexpected quarter. At a press conference after the vote was taken George Brown, who had resigned as Mr. Wilson's foreign secretary in a dispute with the Prime Minister in 1968, became a defender. For the TUC to "virtually reject almost everything," he said, was "very disappointing and somewhat irresponsible."

The TUC called for drastic cuts in Britain's NATO forces in Europe, severe restrictions on British investment in developed countries, and increased farm production at home to cut down the need for food imports. Although there was some praise for the new State Pension Scheme that, in effect, asked that the higher paid worker subsidize the lower paid worker, many argued that it would lose votes for the Government. White-collar workers especially were adamant in their condemnation, arguing that any subsidization should come from general

revenue and not from specific groups of workers. Lord llison, serving his last term on the TUC General ouncil and as General Secretary of the Agricultural orkers Union, averted a showdown between blue-llar workers and white-collar workers by convincing ongress to remit the motion to the General Council. is the Council's task to negotiate changes with the overnment in any proposed legislation.

nother contentious issue was the Prime Minister's re-uest for equal pay for women. About 1,000,000 women e now receiving equal pay, and another 3,000,000 are igible. In his address, **Mr. Wilson had implied that uality for women would entail wage restraints for men.** his is in line with the latest contract agreement in veden that shifted some of the total wage increase the low-paid workers regardless of sex. Male dele-tes, however, made it quite clear that this plan was tally unacceptable, in spite of the fact that the TUC ow recognizes women as legitimate trade union embers and has promised to support equal pay by ike action, if necessary, to achieve equality within the xt two years.

he Government is committed also, by Mrs. Barbara astle, Secretary of State for Employment and Produc-ity, to a five-year plan for the introduction of the atutory enforcement of equal pay for women. Govern-ent researchers have assured Mrs. Castle that to phase equal pay over the next five years would raise the ages bill by no more than 5 per cent, the exact savings ade by holding back incomes over the past four years. onversely, the Confederation of British Industry has arned the Government that the equal pay issue must delayed until the country is able to absorb the added st.

ive Jenkins, Head of the Association of Scientific, echnical and Managerial Staff, introduced an amend-ent to a general economic policy motion opposing itain's entry into the Common Market. Mr. Jenkins gued that, in considering joining the European Eco-omic Community, Britain was not counting the cost the ordinary man, and that it had not concerned itself th the steep rise in food prices. He withdrew his nendment before it was defeated.

ther items of discussion before the Congress were: structuring of the TUC General Council to provide tter representation; expansion of services to trade ionists; continuation of the work of reshaping and aligning unions; increase of power through rule anges for resolving disputes, especially those of a risdictional nature; the growing problem of "labour-ly subcontracting;" a minimum wage of £15 a week; the call for safety rules and the establishing of safety committees; the demand of the agricultural workers to have Raynaud's Phenomenon or "vibration syndrome" prescribed under the Industrial Injuries Act; establishment of a code in cases of mergers; and expansion of the Industrial Training Act.

The Congress did not go into the question of the growing number of wildcat strikes. The President of the conference, John Newton, referred to some of the grass roots problems, but attributed the general restlessness to industrial complexity or what he termed the "unnatural environment." He said he believed that many of the strikes were simply a protest against this environment, and he suggested that the penal solutions offered by the technocrats and academics indicated a lack of understanding of the basic problems of the worker.

After the smoke and fire of bitter words had cleared away, the TUC seemed once more on amiable terms with the Government, and ended its conference with a unanimous vote calling for support of it. Frank Cousins, the outgoing head of Britain's largest trade union, the Transport and General Workers' Union, said in his valedictory address that "if the political party wants to take advantage on the strength we have, they should learn to lean on us, not stand on us."

Victor Feather, in his first speech as General Secretary, urged delegates to forget about the dead and buried penal clauses of the Industrial Relations Bill, blot out thoughts of the recent Government-TUC confrontation, and get down to the TUC's own program for action.

Some of the TUC's observers believe that, despite comments by certain critics that the Congress is ineffectual and obsolescent, there are signs that the TUC and the trade union movement generally are maturing. They think that under the pragmatic and energetic new leader, Victor Feather, the TUC is gradually leaving its earlier philosophic stance, is putting its own house in order, and is taking positive action on a number of fronts. Even critics of the Congress have expressed surprise over the TUC's early successes in avoiding or settling unofficial strikes, but there is general belief among them that trade union excesses will continue, and can only be curbed through law. They believe, however, that it is now up to the TUC to prove that its almost religious faith in the voluntary tradition is essential to the movement, and that it is flexible and vigorous enough to meet and deal with the problems of the modern age.

Why wives want to work

The "dynamic, competitive, ambitious, new woman," is not to be found in large numbers among wives searching for meaningful work outside the home, according to a study made by Linda Bell, Research Officer for the Women's Bureau of the Ontario Department of Labour. Titled "Women Returning to the Labour Force," the study reveals that the typical woman seeking job self-fulfillment is 41 years old, has three children reaching high school age, has a slightly better than high school education, and some "rusty and out of date office skills." And, paradoxically, she suffers from a lack of self-confidence and an overly optimistic view of what she expects to contribute to the labour market.

More than 80 per cent of the 300 women interviewed at the Bureau's Careers Centre, ranging in age from 30 to 67, had completed their formal education before 1950, and 30 per cent had finished before 1940. Just over a quarter of them were university graduates, and a third had received some university education. Except for the traditional fields of nursing, teaching and secretarial science, none of the women had chosen education that was vocationally oriented, and that would qualify them for responsible positions in traditionally male occupations or in the new occupations, such as data processing.

The women had arrived at the Centre with no clear idea of the type of work that would correspond with their interests, skills and degree of commitment, nor were they aware of suitable and available training. Those who did have some idea of what they wanted to do mentioned the traditional female fields of work, such as teaching, social work and child care. These choices, the report stated, indicated that they were still particularly interested in the type of services that women used to do for relatives and neighbours, before the locus of these activities shifted into the labour force.

When asked to describe their reasons for returning t work, the women answered that they hoped to obtai one or more of the following objectives: extra income an outside interest, a chance to be useful, a replacemen for declining family duties, increased personal develop ment, a new challenge, a preferred activity, companion ship, and emotional therapy.

The women were asked to list any skills that they coul offer to an employer. Seventy per cent were able t name at least one potentially marketable skill, such a typing, but this was usually qualified by the admissio that it was too rusty for immediate use. Fifty-four pe cent had "trained skills," including nursing, teachin and various kinds of laboratory research experience.

Overlapping these were the 45 per cent who claime some degree of office skills, mostly typing; 25 per cen felt that they had social skills such as experience i working through others, skill in working with children or public speaking experience; and 6 per cent claime special competence in written work such as creativ writing, speech writing or technical reports. Only si women mentioned other creative skills, such as art an clothing design. In almost all cases, the counsellor ha no purely objective way to assess whether the individua was over- or underestimating her skills.

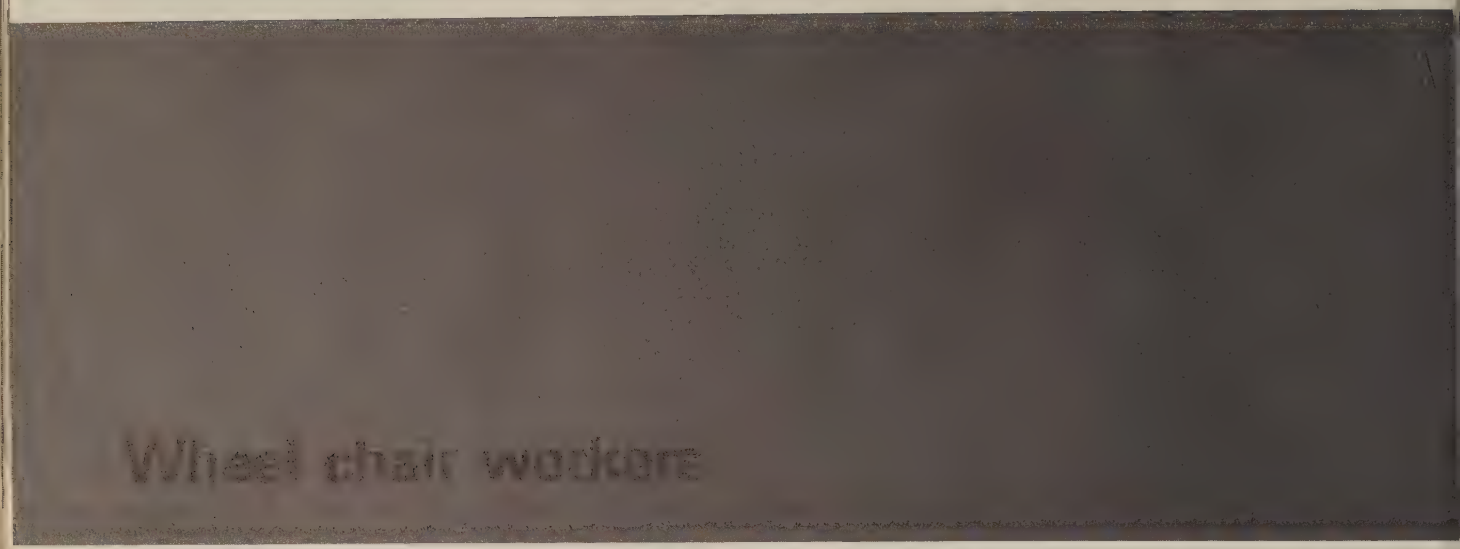
In addition to the skills that the clients were able t name, it could be inferred from their original level o educational attainment, and from their recent home an community activities, that they possessed an above average capacity for learning, and a developed maturit that could lead to responsible employment.

e women had also a fairly high level of aspirations. e positions that attracted their interest tended to be se that carried professional or semi-professional us, and consequently required specialized training well as a good general education. But they were ally reluctant to commit themselves to long-term, -time, or expensive training courses; and many were villing or hesitant to accept full-time work assign-nts in the immediate future. These aspects of their tivation tended to delay their plans or lower their irations, but did not remove their strong, continuing ire for meaningful employment.

en directly questioned, only 17 per cent of the men listed lack of self-confidence as a hindrance in ployment, but including all who mentioned any lack confidence, the total was raised to 89 per cent.

k of sufficient realism was another serious obstacle t had its roots in inexperience and lack of informa-. **The women tended to overestimate the work hours, ry, and level of responsibility they were qualified to mand; the kinds of educational programs they would able to enter; the employer's ability to recognize emonstrated latent abilities; and the value of work n entertainment or universal problem solver.** Obver-sely, they tended to underestimate the amount of training or retraining they would need in order to reach their goals; the total amount of financial outlay that most training would require—for example housekeeper costs, transportation costs, tuition and other expenses; and the importance of health, stamina, ability to communicate in English, and good grooming. A few had even underrated their own qualifications by applying for work at very low levels.

The report concluded that women appear to be capable of a much greater contribution to the labour force than will be realized under present conditions. The majority of them entering the labour force today appear to be job hunting with little understanding of the labour market, little assistance from educational institutions, employment agencies or specialized counsellors, and without benefit of receptive attitudes on the part of employers and admissions officers. **As long as present general conditions prevail, the contribution of mature women to the world of work will not measure up to their capabilities.**



Wheel chair workers

A shortage of labour in Japan, and the holding of the 1964 Paralympic (the International Stoke Mandeville Games for the Paralyzed) in that country, between them led to full-time employment in an electronics plant for 38 physically handicapped workers. Chikaji Kimura, President of the Musashino Electronics Industrial Company Ltd., had been faced with a shortage of labour; but, at the Paralympics, he saw people in wheel chairs playing vigorously and strenuously. When he learned that most of the contestants were unemployed, he decided to tap this labour resource.

Mr. Kimura had invented and patented a unique method of cutting fine grooves on thin aluminum that led to new, sophisticated designs for television and stereo knobs and other exterior parts. He began his own business in 1962 with a capital of $28,000. Although paid-up capital has not been increased, the company has acquired some 60 additional technical devices that developed from this special grooving method.

"Because no one else can do the same job," said Mr. Kimura, "my business progressed smoothly with equitable profit. I came up against a difficulty around 1964, however, at which time the nation's labour shortage was aggravated. The Paralympics, held that year, enabled me to overcome the problem. All my friends scorned the idea of using these handicapped workers and told me to stop day-dreaming. They insisted that only the government or very big enterprises could provide handicapped people with jobs and then only on a sheltered employment basis. **Several industrial projects employing physically handicapped people had been launched in Japan after the 1964 Paralympics, but these were either wholly or partly sheltered.**

"The only encouragement I received came from Dr. Churyo Tomita, Director of the Hakone Sanatorium, the nation's oldest established and largest institution for people with spinal cord injuries. The sabre team from this institution had won second place in the Paralympics. This sanatorium had been operating for some 30 years a sheltered workshop producing bamboo articles, but it was being forced to close because the products, quite outmoded, could no longer find a market. Dr. Tomita showed me how hard his patients worked at this doomed shop. This made my decision firmer."

With the doctor's guidance, Mr. Kimura obtained about an acre of land about 2,000 feet up on the slope of Mount Fuji. Dr. Tomita selected the site, saying that it was good for the wheel chair workers' health. The land cost only a fraction of what it would in Tokyo. "The smooth sailing of the project seemed to be assured but I was a bit premature in being quite so optimistic," recalls Mr. Kimura. "Various factors I had failed to reckon with arose.

"First, we accepted the requirement for an artistically designed factory building. Then Dr. Tomita and the architects told me that **wheel chair workers require three to four times as much working and living space as do the able-bodied, and that it was also imperative**

o build them housing and recreational facilities. The udget had to be revised many times. Belatedly, I realized iat I had gambled on something no one ever had done efore in Japan. If I lost out, I would certainly go ankrupt. Moreover, other business men would not onsider undertaking a similar project for years to ome," said Mr. Kimura.

)r. Tomita's sanitorium supplied 42 male wheel chair orkers who formerly belonged to quite different walks f life. Some 50 able-bodied workers, mostly teenage irls, were recruited from nearby farms. Official pay was et at $50 per month for everyone, which is lower than ie usual wage paid in rural Japan. The Director ex-lained why a disproportionate investment had to be iade for equipment, and he promised to give the orkers a raise when they had acquired skills.

t the doctor's insistence, the wheel chair workers' hours ere set at six hours a day, six days a week. **After three ionths orientation, everyone was working an eight-hour ay, and a six-day week. Absenteeism was nonexistent, nd accidents were rare.** Unfortunately, some wheel hair workers began to develop ulcers because of poor tting posture, and had to be returned to the sanitorium or one or two months treatment.

Ir. Kimura had stated at the outset: "I am a small usinessman in this country. Constantly I must fight or survival. In carrying out this venture, I have never oddled or fussed over the wheel chair workers. They ave been accepted as workers."

Ie discovered, after the operation had been working or eight months, that the problems with disabled orkers were essentially the same as with the able-bo-ied. Tax and labour disputes in February closed opera-on for two months. Nevertheless, at the end of March 968, the business showed, before tax, a profit of $55,000 nd sales of $700,000. As he had promised at the inau-uration, the manager gave a bonus to every worker. he workers in turn redoubled their efforts, and in July f the same year received another bonus. By October 968, each worker was receiving an average of $75 a ionth which, considering the fringe benefits, is a good verage wage in Japan.

At the end of the fiscal year, 1968-69, it is expected that the sales and profits will be at least 30 per cent higher, when regular amortization is taken into consideration. The factory manager has reported that he is satisfied with their performance. "They no longer develop ulcers, for they have learned how to maintain correct sitting posture at work. My personal wish is to hand over my position as manager to one of the wheel chair workers in the not-too-distant future."

The Musashino management was greatly pleased with the experiment, and so was the Ministry of Health and Welfare. As a result, in 1968, they gave the company a grant of $55,000 that will enable them to double the plant's capacity and hire at least 50 more wheel chair workers. Soon the semicircular building will take the shape of a full circle to accommodate the expanded, disabled-working labour force.

The Ministries of Labour and Transportation have granted a similar amount of money for the building of a second Musashino Factory at Shibukawa, about 100 miles northwest of Tokyo. This new enterprise, to be opened in 1969, will initially employ 40 men who are confined to wheel chairs as the result of traffic accidents.

Meanwhile, local authorities have told Mr. Kimura that he need not invest any more money in the expansion of housing facilities for his workers, because the top priority in the government's housing projects will go to his employees. Three of them have already moved into government-financed apartments, and they commute to the factory in automobiles they have bought from their savings plus company loans. All the wheel chair workers are being trained to drive automobiles. "The key to my success," says Mr. Kimura, "was my consistent treatment of them in the same manner as with able-bodied workers. In the beginning, some of them felt I was being harsh, and it took some time before they appreciated my real intention. During their long period of hospitalization, many had developed a sheltered complex. They now live with dignity and self-respect."

Price indexes

Consumer, October 1969

The consumer price index (1961 = 100) in October increased by 0.2 per cent to 126.8 from its September level of 126.6, and was 4.4 per cent higher than the October 1969 level of 121.4.

The food index declined by 0.5 per cent to 127.8 from 128.5. This latest seasonal decrease brought the food index back to its June level, despite a marked increase in the price of restaurant meals. Beef prices dropped 5.5 per cent and were about 13 per cent below the June peak, their lowest level since April. The price of pork rose 2.0 per cent, fish 3.5 per cent, and chicken 1.0 per cent. Among produce items, lower quotations for apples, onions, carrots and turnips outweighed marked increases for tomatoes and lettuce. Some basic food items that registered marginal declines were milk, bread, sugar and flour. Egg prices advanced 11 per cent, reflecting a seasonal increase. The October food index was 4.0 per cent above the October 1968 level, with the price of food consumed in the home having advanced by 3.4 per cent, and in restaurants by 8.1 per cent.

The housing index rose 0.6 per cent to 126.4 from 125.7. Home ownership costs moved up 1.1 per cent, reflecting increased mortgage interest rates and property taxes. Rents rose by 0.3 per cent. Higher prices for floor coverings and household supplies contributed to a 0.3 per cent increase in the household operation component.

The clothing index increased 0.7 per cent to 126.1 from 125.2. There was an advance of 1.2 per cent from women's wear reflecting marked increases in the prices of winter coats, suits and dresses. Children's wear moved up 1.6 per cent in response to higher prices on a number of items which were on sale in September. Men's wear and footwear prices increased 0.2 per cent; piece goods declined to the same extent.

The transportation index was unchanged at the Sep tember level of 120.9. Increased local transit fares i Windsor, and higher taxi fares in Ottawa, were offse by seasonally lower intercity train and bus fares.

The health and personal care index advanced 0.8 pe cent to 136.1 from 135.0. Increases in doctors', dentist and optometrists' fees in provinces so far without feder ally approved medicare plans, accounted for most o the rise in this component. (Weights for doctors' fee optical care, and prepaid medical care have bee modified to reflect, at the national level, price movemer in only those provinces in which federally approve medicare plans are not operative.)

The recreation and reading index moved up 0.1 pe cent to 128.1 from 128.0. Higher prices for radios an sporting events admissions in several cities were chiefl responsible for the increase. The tobacco and alcoho component remained unchanged at its September leve of 126.4.

Group indexes a year ago in October were: food 122.9 housing (shelter and household operation) 120.3; cloth ing 122.8; transportation 114.9; health and personal car 129.0; recreation and reading 121.4; tobacco and alcoho 121.3.

City consumer, October 1969

Between September and October, consumer price indexe declined fractionally in nine of the 10 regional cities an city combinations for which separate indexes are pro duced. The Ottawa index, which rose 0.6 per cent, wa the only exception, with declines ranging from 0.1 pe cent to 0.4 per cent in other cities.

Most of the declines were accounted for by seasonall lower food prices, especially in the Prairie cities where in September, they had advanced in contrast to decline elsewhere. Transportation prices were lower in mos cities. Housing indexes rose in all cities, reflecting highe shelter costs across the country. Clothing prices move up in most cities. Health and personal care indexes ros also—mainly because of higher professional fees. Healt and personal care indexes reflect the movement of doc tors' fees and prepaid medical care only in those prov inces in which federally approved medicare plans ar

not operative. Indexes for recreation and reading registered a mixture of minor advances and declines, and those for tobacco and alcohol were unchanged from the preceding month.

Regional consumer price index point changes between September and October were: Saskatoon-Regina −.7 to 120.5; Winnipeg −.5 to 124.2; Edmonton-Calgary −.5 to 122.5; St. John's −.4 to 119.9; Saint John −.4 to 121.1; Vancouver −.3 to 119.2; Toronto −.2 to 125.3; Halifax −.1 to 121.1; Montreal −.1 to 122.0; Ottawa +.8 to 124.7.

Wholesale, September 1969

The general wholesale index (1935-39 = 100) rose 0.4 per cent in September to 283.4 from the August index of 282.4, and was 4.3 per cent higher than the September 1968 index of 271.6. Four of the eight major group indexes were higher, and four declined.

The non-ferrous metals products group index moved up 3.3 per cent to 272.6 from 264.0 on higher prices for copper and its products, domestic zinc and silver. An increase of 0.9 per cent to 387.5 from 383.9 in the wood products group index reflected price increases for cedar and fir. Increases of 0.2 per cent occurred in two major group indexes, iron products to 285.8 from 285.2 and chemical products to 221.3 from 220.8.

The vegetable products group index moved down 0.6 per cent to 235.6 from 237.1 on lower prices for potatoes, grains, and sugar and its products. The animal products group index declined 0.3 per cent to 327.8 from 328.8 on price decreases for livestock, fishery products and fresh meats. A decrease of 0.3 per cent to 210.2 from 210.8 in the non-metallic minerals products group index reflected lower prices for sulphur and petroleum products. The textile products group index declined slightly to 256.8 from 256.9.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 1.7 per cent to 265.2 from 269.7 in the three-week period October 3 to October 24. The animal products index dropped 2.3 per cent to 349.2 from 357.3, and the field products index declined 0.5 per cent to 181.2 from 182.1.

U.S. consumer, October, 1969

The U.S. consumer price index (1957-59 = 100) rose 0.4 per cent in October to 129.8. The increase was less rapid than the 0.5 per cent increase in September, and since midyear, the rate of increase had levelled off. The advance over September was mainly due to higher prices on new and used cars, apparel, and most kinds of consumer services. This was partly offset by a seasonal decline in food prices. Among the major price increases were: 0.8 per cent in home purchases; 1 per cent in restaurant meals; 1.3 per cent in women's apparel; 3.6 per cent in used cars; and 4.7 per cent in new cars.

British retail, August 1969

The British general index of retail prices (January 16, 1962 = 100) was 131.8 at August 19, compared with 132.1 at July 22, and 125.7 at August 20, 1968. The decrease was due mainly to a temporary reduction in the price of milk, and reductions—largely seasonal—in the price of tomatoes, fresh vegetables and fresh fruit. The description "general" index of retail prices is used to differentiate the two new indices for pensioner households.

The index measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in Britain, including practically all wage earners and most small- and medium-salary earners.

The index for foods, the prices of which are affected by seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 131.7 compared with 138.3 in July. The index for all other items of food was 130.5, compared with 132.0 in July.

In the housing group, the principal change was a rise in the average level of rents of unfurnished dwellings. The index for this group was 147.5 compared with 147.1 in July.

In the clothing and footwear group, increases in the prices of many items caused the index for the group as a whole to rise by .5 per cent to 118.2, compared with 117.6 in July.

Unemployment insurance report for August

There were 268,000 claimants registered for unemployment insurance benefit on August 29. This represented a decrease of 11,000 from the 279,000 registered at the end of July. There was little change from the 270,000 at the end of August 1968.

Males accounted for over 80 per cent of the decrease from July 31. A reduction of 17,000 in new claimants—namely, those in the one to four weeks-on-claim category—was divided almost equally between males and females. Females accounted for all of the 6,000 increase in the number on claim for five weeks or more.

Compared with the end of August 1968, the count of male claimants remained unchanged, while the number of females decreased by 2,500.

During the month of August, a total of 87,000 initial and renewal claims were filed in local offices across Canada. Although there was practically no change from the volume of claims filed during August of last year, the claim load was 28 per cent less than the 121,000 filed during July.

The average weekly estimate of beneficiaries was 219,000 for August, 156,000 for July and 195,000 for August 1968. Benefit payments for these three periods were $27.7 million, $24.8 million and $26.2 million; average weekly payments were $31.73, $31.83 and $25.81.

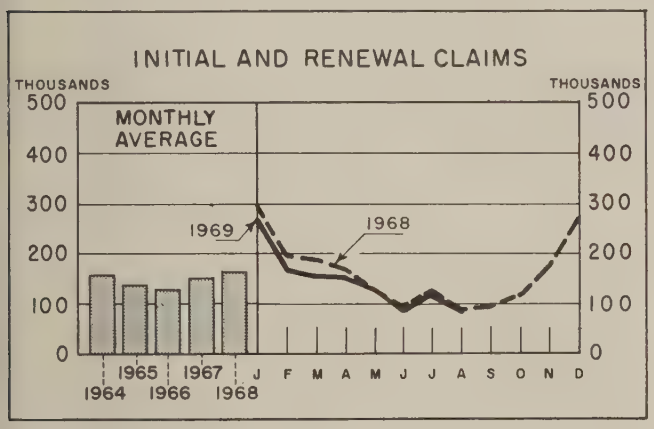
The general decrease of 11,000 claimants since the end of July coincides with the change that occurred in Ontario. An increase of 6,000 claimants in Quebec was offset by decreases in the Atlantic, Prairie and Pacific Regions.

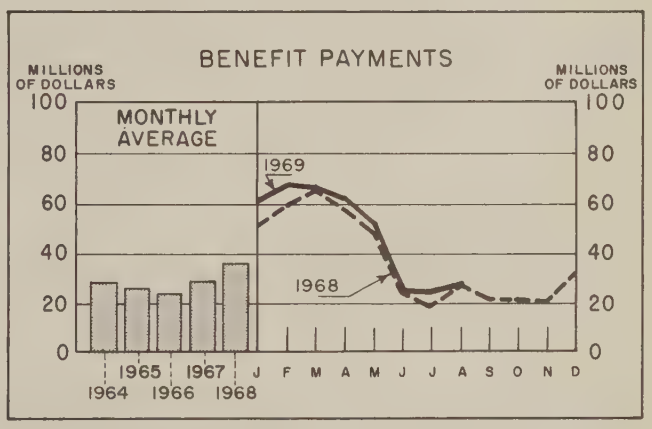
Changes in the claimant count were not uniform when compared with the count at August 30, 1968. The Atlantic provinces (with the exception of Prince Edward Island), Quebec and Ontario recorded increases; of the four western provinces, only Saskatchewan did not record fewer claimants this year. A substantial reduction occurred in British Columbia.

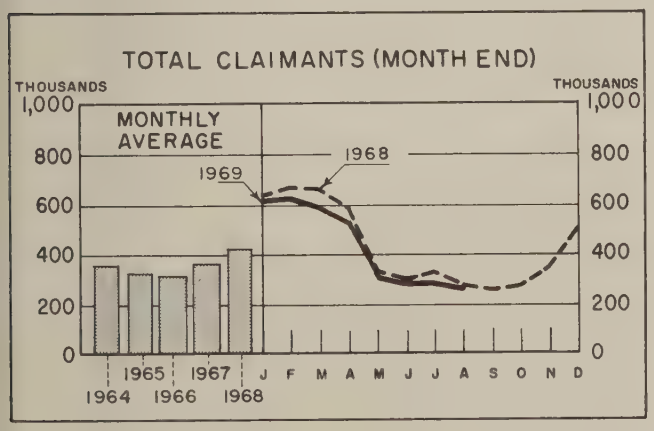
Summary Table

Activity	August 1969	July 1969	August 1968	Cumulative Data: January to August 1969	Cumulative Data: 12 months ending August 1969
			(in thousands)		
Insured population at end of month	—	5,633	5,387	—	—
Initial and renewal claims filed:					
Total	87	121	89†	1,174†	1,830†
Initial	64	85	62†	901†	1,381†
Renewal	23	36	27†	274†	449†
Claimants currently reporting to local offices	268	279	270	437*	404*
Beneficiaries (weekly average)	219	156	195	370*	312*
Weeks compensated	875	779	1,015	12,398	15,775
Benefit paid	$27,745	$24,787	$26,202	$388,842	$481,869
Average weekly benefit	$31.73	$31.83	$25.81	$31.36	$30.55

* Monthly average.
† Discrepancy between totals and subtotals due to rounding.







Certification before the CLRB

The Canada Labour Relations Board met for three days during October, at which time it granted six applications for certification, rejected four, and allowed the withdrawal of two. It granted one application for revocation of certification and ten requests for review of earlier decisions. During the month, it received thirteen applications for certification and one application for revocation of certification.

Applications for certification granted

United Radio and Television Workers Union, Local 291 (CLC), on behalf of a unit of employees of C.K.A.C. Limitée, Montreal, Que. (L. G., Oct. 1969, p. 612).

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union 488, on behalf of a unit of employees of Stearns-Roger Canada Ltd., Calgary, Alta., employed in the Norman Wells area of the Northwest Territories (L. G., Oct. 1969, p. 613).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Messabec Limitée, Montreal, Que. (L. G., Dec. 1969, p. 757).

International Union of Operating Engineers, Local 115, on behalf of a unit of personnel at Whitehorse, Y.T., employed by Pacific Terex Limited, Vancouver, B.C. (L. G., Dec. 1969, p. 757).

General Truck Drivers Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail truck drivers employed by Maroney's Express Limited, St. Catharines, Ont. (L. G., Dec. 1969, p. 757).

National Council of Canadian Labour, Local 214, on behalf of a unit of drivers employed by Queensway Tank Lines Limited, Chesterville, Ont. (L. G., Dec. 1969, p. 757).

Applications for certification rejected

Labourers' International Union of North America, Local 183, applicant, Agnew Lake Mines Limited, Toronto, Ont., respondent (uranium mine operations, Hyman Township, Ont.), and United Steelworkers of America, intervener (L. G., Oct. 1969, p. 611). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board. (See also Item 2, below).

United Steelworkers of America, applicant, Agnew Lake Mines Limited, Toronto, Ont., respondent (uranium mine operations, Hyman Township, Ont.), and Labourers' International Union of North America, Local 183, intervener (L. G., Oct. 1969, p. 611). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board (See also Item 1, above).

General Drivers, Warehousemen & Helpers, Local Union 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Merit Transport Limited, St. Boniface, Man., respondent (L. G., Sept. 1969, p. 531). The application was rejected because the Board found that the respondent and the employees are not engaged in an undertaking to which the Act applies.

Seafarers' International Union of Canada, applicant, Orléans Navigation Inc., St. Laurent, Île d'Orléans, Que., respondent (unlicensed personnel), and International Union of District 50, United Mine Workers of America, intervener (L. G., Oct. 1969, p. 613). The representation vote ordered by the Board was cancelled following a request by the applicant for permission to withdraw, and the application was rejected.

Applications for certification withdrawn

Letter Carriers' Union of Canada, applicant, and Jessiman Bros. Cartage Ltd., St. James, Man., respondent (L. G., Nov. 1969, p. 683).

Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union, applicant, and Balfour, Guthrie (Canada) Ltd., Vancouver, B.C., respondent (L. G., Nov. 1969, p. 683).

Application for revocation granted

The Board granted an application made by Michael Barbetta and Theodore Ewanika, et al., for revocation of an Order issued December 12, 1956, certifying the International Association of Machinists (now the International Association of Machinists and Aerospace Workers) as the bargaining agent of a unit of crew schedulers and crew clerks employed by Trans Canada Air Lines (now Air Canada). The application for revocation was granted following a representation vote of the employees affected (L. G., Nov. 1969, p. 683).

Requests for review

Under Section 61 (2) of the Act the Board granted 10 requests for review made by the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees. In each case the Board substituted the present name of the union for the name by which it was certified in earlier decisions by the Board (L. G., Dec. 1969, p. 757). The requests involved units of employees employed on the following Railway Lines:

Canadian Pacific Railway Company, Montreal, Que. (line and cable employees); Canadian Pacific Railway Company, Montreal, Que. (caretaker agents); Canadian Pacific Railway Company, Montreal, Que. (operators, dispatchers, agents); Canadian National Railways, Montreal, Que. (telecommunications, line and cable employees); Canadian National Railways, Montreal, Que. (agents, operators, etc., mainland); Canadian National Railways, Montreal, Que. (agents, operators, etc., Newfoundland); Canadian Pacific Airlines, Limited, Vancouver International Airport, B.C. (dispatchers, etc.); Northern Alberta Railways Company, Edmonton, Alta. (commercial telegraphers); Napierville Junction Railway Company, Montreal, Que. (agents, operators); Ontario Northland Railway, North Bay, Ont. (dispatchers, operators, linemen, etc.).

Application for certification received

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of air hostesses employed by B.C. Air Lines Limited, Vancouver International Airport, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Seafarers' International Union of Canada (Syndicat International des Marins Canadiens) on behalf of a unit of unlicensed personnel employed by D'Auteuil Lumber, and J. Grenier, Quebec, Que. (Investigating Officer: S. T. Payne).

Public Service Alliance of Canada, on behalf of a unit of employees of The National Battlefields Commission, Quebec, Que. (Investigating Officer: S. T. Payne).

Ottawa Newspaper Guild, Local 205, American Newspaper Guild, on behalf of a unit of production assistants employed by Bushnell Communications Ltd., CJOH-TV, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

Ottawa Newspaper Guild, Local 205, American Newspaper Guild, on behalf of a unit of news department employees employed by Bushnell Communications Ltd., CJOH-TV, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of restaurant employees at Port aux Basques, Nfld., employed by Canadian National Railways, Montreal, Que. (Investigating Officer: W. J. Gillies).

Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Vanmarnel Construction Co. Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Canadian Union of Public Employees, on behalf of a unit of mail transport drivers employed by Transol Inc., Quebec, Que. (Investigating Officer: S. T. Payne).

Canadian Merchant Service Guild, Western Branch, on behalf of a unit of personnel employed by Pacific Hovercraft Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

Directors Guild of America, Inc., on behalf of a unit of television director/producers and stage managers employed by Western Ontario Broadcasting Company, Ltd., Windsor, Ont. (Investigating Officer: H. A. Fisher).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Direct Motor Express (Quebec) Ltd., Dorval, Que. (Investigating Officer: G. R. Doucet).

Canadian Wire Service Guild, Local 213, American Newspaper Guild, on behalf of a unit of information program producers employed at Toronto by the Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: G. A. Plante).

Syndicat National de la Meunerie Maple Leaf Limitée (CSN) on behalf of a unit of employees of Maple Leaf Mills Limited, Montreal, Que. (Investigating Officer: G. R. Doucet).

Application for revocation received

Robert Dimmer, et al., applicants, Richardson Transport Ltd., Calgary, Alta., respondent company, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union. The applicants seek leave and make application for revocation of the Board's order of July 15, 1969, certifying the respondent union as the bargaining agent of a unit of drivers employed by the respondent company (L. G., Oct. 1969, p. 610).

Conciliation before the minister of labour

During October the Minister of Labour appointed conciliation officers to deal with the following disputes:

Anvil Mining Corporation Limited, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: D. H. Cameron).

Canadian Helicopter Overhauls Ltd., Vancouver International Airport, and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. S. Tysoe—reassigned to R. Nat Gray).

Okanagan Helicopters Ltd., Vancouver International Airport, and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. S. Tysoe—reassigned to R. Nat Gray).

Westmount Moving and Storage Limited, Montreal, Que., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: S. T. Payne).

Camirand Cartage Limited, Ville St-Pierre, Que., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: S. T. Payne).

Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (Conciliation Officer: C. A. Ogden).

Pacific Western Airlines Limited, Vancouver International Airport, B.C., and Canadian Air Line Flight Attendants Association (Conciliation Officer: A. A. Franklin—reassigned to R. Nat Gray).

Wm. C. Norris Limited (Toronto Terminal), and General Truck Drivers, Local 938 (Conciliation Officer: T. B. McRae).

West Line Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

Moncton Broadcasting Limited, Moncton, N.B., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. A. Ogden).

Empire Shipping Company Limited, Vancouver, B.C., and the Vancouver Harbour Employees' Association, Local 517, ILWU (Conciliation Officer: D. H. Cameron).

Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron).

La Télévision de Québec (Canada) Ltée., Ste. Foy, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (Conciliation Officer: S. T. Payne).

Settlements by conciliation officers

Anvil Mining Corporation Limited, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: D. H. Cameron) (See above).

Atomic Energy of Canada Limited, Chalk River, Ont., and the Chalk River Technicians and Technologists, Local 1568, CLC (Conciliation Officer: K. Hulse) (L. G., Nov. 1969, p. 680).

Transport Frontenac Ltée., Quebec, Que., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne) (L. G., March 1969, p. 176).

Conciliation boards appointed

Canadian National Steamship Company Limited, Vancouver, B.C., and Seafarers' International Union of Canada (L. G., Sept. 1969, p. 532).

Richardson Transport Ltd., Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362 (L. G., Dec. 1969, p. 754).

B.C. Towboat Owners' Association (representing certain member companies) and the Canadian Merchant Service Guild (L. G., Nov. 1969, p. 680).

Settlements by conciliation boards

Atomic Energy of Canada Limited, Chalk River, Ont., and Atomic Energy Allied Council, AFL-CIO (L. G., Oct. 1969, p. 608).

Atomic Energy of Canada Limited (Commercial Products Division) Ottawa, Ont., and The Ottawa Atomic Workers Union, Local 1541, CLC (L. G., Nov. 1969, p. 681).

Atomic Energy of Canada Limited, Sheridan Park, Ont., and The Sheridan Park Atomic Energy Draftsmen, Local 1645 (L. G., Nov. 1969, p. 681).

Decisions of the umpire

CUB 2833—A bellboy, aged 20, filed an application for benefit stating that, before he was laid off, he was employed at a hotel from November 1966 to July 8, 1967. He added that he was ready and able to work immediately, but that he could not accept full-time work. "Only after 3.45 p.m. and weekends," he explained.

He stated on a Trainee (Student) Questionnaire that he had started an industrial course at a secondary school, that the course was scheduled to end on June 19, 1968, and that he was paying tuition fees of $150.

The bellboy explained in a letter that, under normal circumstances, he would gladly accept work, but that, as his time after school was spent doing homework and studying, his grades would be adversely affected if this practice was removed. The insurance officer notified the claimant that he was disqualified from receiving benefit from December 3, 1967, because he had failed to prove that he was available for work under the terms of the Unemployment Insurance Act.

In his appeal to the board of referees, the claimant reported that, because of a misunderstanding, he had said that he was not available for employment in the day time, but that he was able to work from 4.00 p.m. to 12.00 midnight, as his classes finished at 3.15 p.m. He was present when the board of referees heard the case, and he affirmed that he could not accept employment during the hours he attended school. When asked, he admitted that, since starting the course, he had not attempted to obtain permanent nighttime employment. The board was unanimous in dismissing the appeal.

Two months later, the claimant requested leave to appeal to the umpire on the grounds that he had always worked the 4.30 p.m. to 12.00 p.m. shift, so as to not interfere with his schooling, and that he was still available for steady work at the same hours. His request was denied.

The insurance office next wrote to the claimant, asking him to list all the employers he had worked for on the evening shift since he entered the labour market, including the name of the employer, the dates worked and the hours of the shift. The claimant was asked also to list the courses he had taken since the age of sixteen, to show the dates of each course and the hours of attendance, and to supply the names and addresses of employers and the approximate date he applied for work for each since September 1967.

The claimant promptly supplied a list of the places he had worked full time after school since the age of 16. But he could not remember the exact times of the shifts he worked. And he was vague about the places where he had worked since September 1967.

The Canada Manpower Centre notified the unemployment insurance office that when the claimant filed his original application for employment on February 2, 1968, he told them that he had been looking for work on his own for quite some time, and that he was interviewed on three successive occasions, approximately a month apart. Telephone inquiries could possibly have been made by the claimant, the Centre reported, but the dates would not necessarily have been recorded on his card. The claimant had been referred to hotel employment as a bellboy, but he had not been hired, as the management had already selected someone else.

The Centre stated further that the claimant had had a good employment history and a suitable occupation for evening work, that he had stated on his application form that he was available for full-time work between 4 p.m. and 12 a.m., and that the fact that he was attending school full time would not have deterred the Centre from referring him to employment.

The board of referees again heard the case in the presence of the claimant, and after a lengthy discussion with him, came to the unanimous conclusion that no change in the earlier decision was warranted. The claimant told the board that he had completed his school term and that he was available for any regular full-time employment. The board then unanimously ended the indefinite disqualification that had been imposed on the claimant since December 3, 1967, and granted him leave to appeal to the umpire.

In his summary, the umpire pointed out that two boards had reached the unanimous conclusion that the bellboy had not produced strong enough evidence to show that he was really looking for work during the period for which he sought benefit. "The claimant," he said, "has produced no further evidence to me, and I do not feel I should override the decisions of the boards, which had the benefit of seeing the claimant and of lengthy discussion with him. Consequently I must dismiss the appeal."

General topics

Employment review, Oct.

Employment declined 19,000 to 7,828,000 between September and October, but the labour force, at 8,142,000, showed an increase of 16,000. Unemployment increased more than seasonally, rising by 35,000 to 314,000; seasonally adjusted, the unemployment rate in October was 3.3 per cent. Compared with a year ago, the labour force increased by 147,000, or 1.8 per cent; unemployment rose by 121,000 or 1.6 per cent; and there were 26,000 more unemployed persons.

Between September and October, the largest employment gains in non-farm industries were: community, business and personal service, 34,000; and trade, 20,000. Employment in construction declined by 26,000, and there was a decrease of 17,000 in the number of persons employed in transportation, communication and other utilities. The seasonal decline in farm employment, 3,000, more than offset the small increase in non-farm employment.

Compared with a year earlier, farm employment declined by 29,000. Employment in community, business and personal service advanced by 76,000. Smaller annual increases took place in: manufacturing 60,000; finance, insurance, and real estate, 38,000; and transportation, communication and other utilities, 20,000. There were decreases in public administration, 20,000, and construction, 15,000.

Regionally, the largest relative annual increase took place in British Columbia, 6.9 per cent. This compared with gains of 1.5 per cent in Ontario and the Atlantic region, and 1.3 per cent in Quebec. Employment in the Prairie region showed little change.

Unemployment, at 314,000, was 35,000 higher than in September and 26,000 higher than a year ago. The largest regional increases were in Quebec, 11,000 and the Prairies, 10,000. In Quebec, unemployment was 22,000 higher than last year.

Of the total unemployed in October, 114,000, or 36 per cent, had been unemployed for less than one month, 36 per cent for one to three months, and 28 per cent for four months or more. Unemployment in October represented 3.9 per cent of the labour force, compared with 3.6 per cent in October, and 3.3 per cent in October 1967.

U.S. employment review

Unemployment declined slightly to 3.9 per cent in October from a high of 4 per cent in September. There was an estimated total of 2,839,000 persons out of work in October. The number of persons out of work for 15 weeks or longer remained at 329,000, little changed from September or October a year ago. The growth of jobs has averaged 93,000 a month since June, compared with 234,000 a month from October 1968 to June 1969. Since June, manufacturing employment has shown no growth at all, though jobs in factories account for only a quarter of the total.

Wage schedules—September

During September, the Department of Labour prepared 283 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 254 contracts in these categories were awarded. In addition, 279 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, and the Departments of Fisheries and Forestry, Post Office, Public Works, Supply and Services, and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in September for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	1	$ 78,000.00
Post Office	18	$345,795.70
Supply & Services	74	$827,168.00

During September, the sum of $2,343.25 was collected from four contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 18 workers concerned.

Unemployment insurance fund

During September, 1969, 31,835 investigations were completed across Canada. Of these, 16,472 were on-premises investigations, 2,684 were selective investigations and 18 were random sample investigations of claims to verify the fulfilment of statutory conditions. The remaining 426 formal investigations and 12,235 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,253. Prosecutions were commenced in 155 cases, 154 against claimants and one against an employer. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in September totalled $54,322,861.31 compared with $52,517,666.11 in August and $52,618,682.60 in September 1968. Benefits paid in September totalled $24,008,143.13 compared with $27,745,071.74 in August and $20,760,907.69 in September 1968. The balance in the Fund on September 30, 1969 was $468,864,251.08 compared with $438,549,532.90 at the end of August and $341,490,192.56 on September 30, 1968.

The ILO in Canada

One of the observers at the National Tripartite Conference in Ottawa was Jean de Givry of France. Mr. de Givry, who is Chief of the Social Institutions Development Department of the International Labour Organization, recently reminisced about his stay in Montreal in 1946 at the temporary wartime headquarters of the ILO. He found his five-month stay enjoyable, but too short—and on his return to Geneva, he was saddled with 70 suitcases.

They weren't full of food for friends in Europe who were still under restrictions. They were full of "documents that had been entrusted to me for the session of the Governing Body. More than 20 years later, I can still picture myself on the docks of New York and Cherbourg, counting and recounting my 70 suitcases," said Mr. de Givry.

Another official who spent some time at the wartime headquarters in Montreal was the ILO's Legal Adviser, Francis Wolf. Mr. Wolf fondly remembers the bitterly cold winters and the scorching summers in Montreal, and trips in both seasons through the Laurentians. It was in Montreal in 1941, that the first edition of the International Labour Code was published, and where the Philadelphia Conference of 1944 was organized, Mr. Wolf says.

As Sir Guildhaume Myrddin-Evans, President of the ILO Governing Body at that time, said later: "It was from Montreal that the ILO kept on sending to the peoples throughout the world its message of faith and hope in the future."

January credits

Readers of the following regular features will find it interesting to note that:

Wheel chair Workers, p. 50, was submitted by the Manpower Utilization Branch of the Department of Manpower and Immigration.

Unemployment Insurance Report, p. 54, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Labour Legislation in 1968-69, Part 2 and 3, p. 38, was prepared by the Legislation Branch of the Department of Labour.

Certification Before the CLRB, p. 56, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the Administrative agency.

Conciliation Before the Minister of Labour, p. 58, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour, and the Conciliation and Arbitration Branch of the Department.

Part-time employment for older workers, p. 35, was submitted by the Section on Older Workers, Manpower Utilization Branch of the Department of Manpower and Immigration.

Photos. NFB: Cover, p. 26, 29, 37, 41, 43, 49. Murray MacGowan: p. 12, 4, 30, 31, 32, 33, 34, 69. Murray Mosher—Photo Features: p. 3, 5, 9, 15, 16, 17, 18, 20, 21. Public Archives: p. 13. Vancouver Province: p. 28. CNR: p. 64, 66.

From the women's bureau

Labour force components

Through women in labour
Life keeps on its course;
But mothers don't count
In the labour force!

Public service fringe benefit

Maternity leave
Is a right, so they say;
But only the men
Get that right with full pay!

Railway arbitration

Eight disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on September 9, 1969. Grievances were dismissed in six cases, and two others were allowed.

Case No. 165. Dispute between Canadian National Railways and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim that the company declined to pay the difference between straight time and time and one half.

A labourer was temporarily assigned to the position of issuer, and he worked the position for 12 days with four restdays. Then he resumed his regular position. He was paid for the work at the straight-time rate for an issuer, but the union asked that he be paid the difference between straight time and time and one half for time worked on two days and straight time for one day that was a restday under the new assignment.

The labourer's normal restdays were Saturday and Sunday, but as an issuer, his restdays were to be Sunday and Monday. And he claimed payment at overtime rates for the first Saturday he worked as an issuer, because it was his restday under his old schedule. The arbitrator agreed that the labourer should be paid the difference between the straight time and time and one half at the issuer's rate for that day, but found no justification for the other claims, as the labourer had been assigned to a new schedule and had different restdays.

Case No. 166. Dispute between the Canadian Pacific Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over claims by mileage-rated drivers.

Two drivers were assigned to a trip with a return distance of 360 miles. On one trip, because of weather conditions, they had to travel an extra 104 miles to pick up their return loads. Their normal return time was at 6 a.m., but on this day they returned at 6.30 p.m. having taken an eight-hour rest period. On their return, they were told by the company that they could not cover their regular route that night because they had not had the minimum eight-hour rest period between assignments, as required under company regulations. The union contended that employees should be given 48 hours notice of layoff, as stated by an article in the collective agreement.

But the arbitrator said that this article did not apply in this case, as there was no staff reduction. He found that the company rule for a rest period was a reasonable one, and he dismissed the grievance.

Case No. 167. Dispute between Canadian National Railways and the United Transportation Union over payment claims by two brakemen.

A train crew that was bulletined to operate from Sarnia to Fort Erie, with Sarnia as the designated home terminal, was operated from Sarnia to Niagara Falls through Fort Erie. Two brakemen assigned to the spare board at Fort Erie submitted claims for loss of earnings in the amount of 100 straight-time miles, and 75 overtime miles on the grounds that the company violated an article of the collective agreement.

The union contended that the train completed its assignment when it reached Fort Erie, and that the grievors were entitled to be called for the run to Niagara Falls, because this constituted an extra train. But the arbitrator said that the train did not become an extra train after leaving Fort Erie. There were temporary changes, he said, but there was no violation of the agreement and no necessity to use the spare board at Fort Erie. He dismissed the grievance.

Case No. 168. Dispute between Canadian National Railways and the United Transportation Union over discipline assessed to a conductor and a brakeman.

Two trains collided, an investigation was held, and a conductor and a brakeman were suspended for six months. The union asked that discipline be removed and that the employees be compensated on the grounds that discipline was too severe, and that the company had violated an article in the agreement reading "decision will be rendered within 15 days from the date investigation is held."

The men were suspended because, during the investigation, the company found that there was a failure to communicate between yards as outlined in railway instructions. The men did not comply with the instructions. Because of injuries, two employees were not able to give statements until almost seven weeks after the accident. This meant that notice of discipline was given to the men two months after the accident. And because some evidence was not available, the inquiry was not completed until nearly two months after the accident. The arbitrator concluded that there was no violation of the article, because some evidence simply was "not available at the time when the employee himself was questioned."

On the second point, the arbitrator said that the conductor must bear prime responsibility. He said that the six-month suspension for the conductor was severe, but he dismissed the conductor's grievance. In the case of the brakeman, he contended that "no more than a three-months suspension would have been proper." He asked that the brakeman be compensated accordingly.

Case No. 169. Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport, and General Workers over the discharging of an employee.

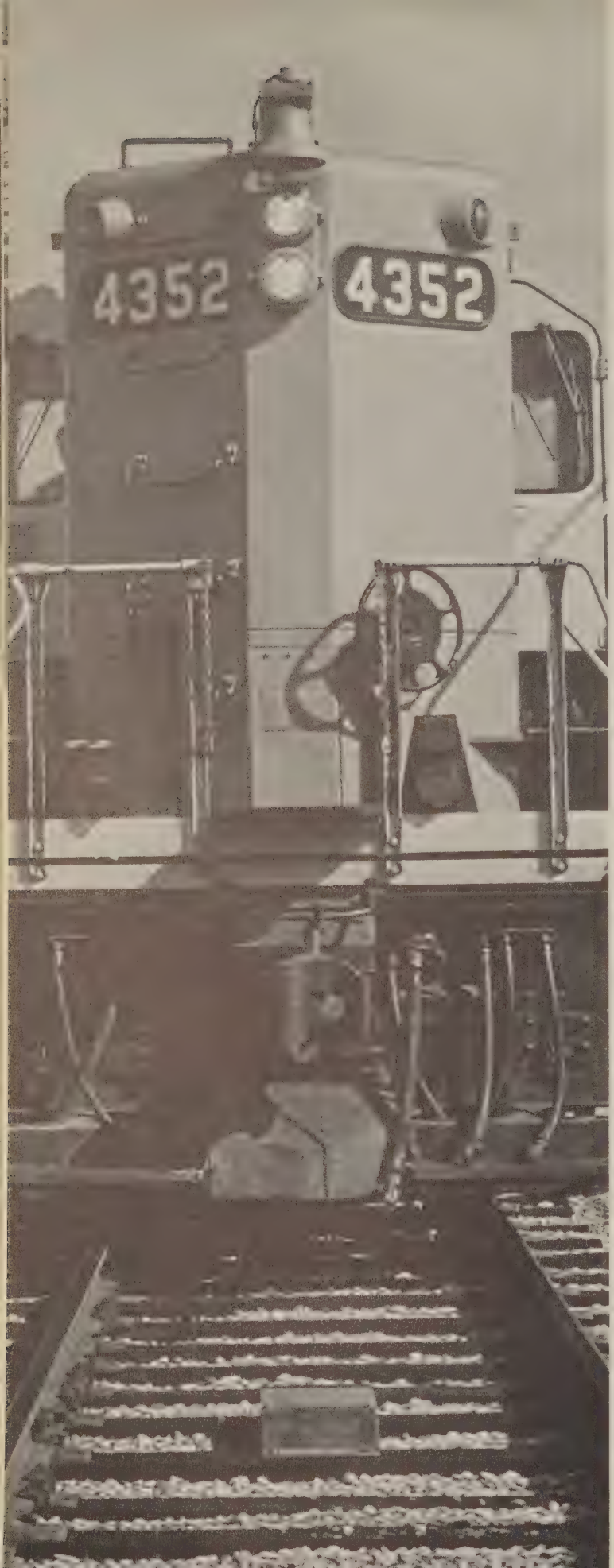
A fireman on a ship was told to report for duty on August 1, 1967. He didn't report, and on August 29, he was assessed 20 demerit marks. He did not report on September 1, and on September 21 he was instructed to report. He failed again to report, and the company showed him as resigned without notice, in accordance with an article in the agreement. The union said that this article did not apply.

The article states that employees who "fail to report for duty at the time and place ordered without just reason will be considered as having resigned without notice." The arbitrator found that the fireman had failed to report for three tours of duty and gave no reason for his failure to report. He dismissed the grievance.

Case No. 170. Dispute between Canadian National Railways and the Brotherhood of Locomotive Engineers over holiday pay to be paid in addition to the monthly guarantee.

During November and December, 1967, an engineer was on an assigned run that produced less in earnings than 3,000 miles a month as provided in the collective agreement. The assignment did not operate on Remembrance Day or Christmas Day. In the two months, the engineer's earnings were less than the amount payable for 3,000 miles, the amount of his monthly guarantee. In calculating his earnings, the company included the amount allowed for the two holidays.

But the engineer submitted claims for 204 and 128 miles for holiday pay over and above his monthly guarantee. The company declined these claims. The union argued that the engineer would lose the benefit of the holiday pay unless he received both it and the guarantee. But the arbitrator said that the intent of a guarantee is to ensure that an employee will not be paid less than the equivalent of 3,000 miles. So, in calculating earnings, and



to bring an employee up to that level of earnings, is necessary to total miles run and other payments i lieu of earnings. This had been done, the arbitrator sai so he dismissed the grievance.

Case No. 171. An ex parte dispute between the Cana dian Pacific Railway Company and the United Trans portation Union over the interpretation and applicatio of an article in the collective agreement.

A steward was out of service for 17 days. A reductio of only 40 hours was made in the 520-hour, straight-tim averaging period used as a basis for overtime calcula tions with respect to the 13-week averaging period. Th union contended that there should have been a reduc tion of 80 hours. The article in the agreement specifie that the 520 hours are to be reduced by 40 hours fo each calendar week that an employee is out of service

In this case, part of the 17 days out of service was i one 13-week averaging period and the rest was in th following averaging period. And each averaging perio is considered a distinct period of time. The arbitrato found that, during the steward's time off, includin layovers, there was only one calendar week. In Cas No. 172, the arbitrator defined a calendar week as "a seven-day period commencing on a Sunday." Therefore the steward was entitled to a deduction of only 40 hours The grievance was dismissed.

Case No. 172. An ex parte dispute between the Cana dian Pacific Railway Company and the United Trans portation Union over not reducing the straight-time aver aging period of an employee who was out of service.

A waiter was out of service for eight days and the nine days during a two-month period. His 520-hou straight-time averaging period was not reduced. An he wanted a deduction of 40 hours.

The arbitrator found that the waiter was not out o service for a calendar week (see Case No. 171) on eithe occasion, and he said that an article in the collectiv agreement clearly specifies a calendar week. Becaus the evidence did not show that the waiter was off servic for a calendar week, he dismissed the grievance.

Publications in the library

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed when requesting loans.

List No. 250

Automation

■ **No. 1—National Industrial Conference Board.** Computer support for marketing; progress report; a survey by Earl L. Bailey. New York, 1969. 34 p.

■ **No. 2—New York (State). Department of Labor. Division of Research and Statistics.** Manpower impacts of electronic data processing. [New York] State of New York, Dept. of Labor [1968] 117 p.

■ **No. 3—New York (State). Department of Labor. Division of Research and Statistics.** Manpower impacts of industrial technology. [New York] State of New York, Dept. of Labor [1969] 96 p.

■ **No. 4—Rose, John.** Automation: its anatomy and physiology. Edinburgh, London, Oliver & Boyd, 1967. vii, 144 p.

■ **No. 5—Rose, John.** Automation: its uses and consequences. Edinburgh, London, Oliver & Boyd, 1967. vii, 123 p.

Business

■ **No. 6—National Industrial Conference Board.** Organizing and managing the corporate financial function, by Edwin P. Harkins. New York, c1969. 56 p. Its Studies in business policy, no. 129. "... Describes and catalogs the functions of headquarters financial management in business today and examines the division of these functions among various corporate executives." Includes a description of the organization of financial management departments in some companies and the relationship of these departments to other company departments.

■ **No. 7—National Industrial Conference Board. Canadian Office.** Investment outlook in Canada; [report of an] Economic Forum held by the Conference Board in Toronto on April 15, 1969. Montreal, 1969. [125] p.

Conferences

■ **No. 8—Constitutional Conference, Ottawa, 1969.** Proceedings, second meeting, Ottawa, February 10-12, 1969. Ottawa, Queen's Printer, 1969. vi, 405 p. Rt. Hon. Pierre E. Trudeau, chairman. English and French, the latter inverted with separate t.p.

■ **No. 9—International Labour Conference. 52nd, Geneva, 1968.** Record of Proceedings. Geneva, International Labour Office, 1969. 740 p.

Economics

■ **No. 10—Fromm, Gary.** Policy simulations with an econometric model [by] Gary Fromm [and] Paul Taubman. Washington, Brookings Institution [1968] xiv, 179 p.

■ **No. 11—Samuelson, Paul Anthony.** Economics: an introductory analysis [by] Paul A. Samuelson [and] Anthony Scott. 2nd Canadian ed. Toronto, New York, McGraw-Hill Co. of Canada [1968] 945 p.

Employees—Training

■ **No. 12—Organization for Economic Co-operation and Development.** The discovery method; an international experiment in retraining [by] R. M. Belbin. Paris, 1969. 85 p. Its Employment of older workers, 6.

■ **No. 13—Organization for Economic Co-operation and Development.** Measures of adjustment of rural manpower to industrial work and urban areas. Paris, 1968. 111 p. Its Labour mobility [series] 8.

■ **No. 14—U.S. Bureau of Labor Statistics.** Major collective bargaining agreements; training and retraining provisions. Washington, GPO, 1969. 39 p. Its Bulletin no. 1425-7.

International Labour Organization

■ **No. 15—Morse, David A.** The origin and evolution of the ILO and its role in the world community. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1969. 125 p. Frank W. Pierce memorial lectures, October 1968. Contents: Origins and historical development of the ILO: 1919-1948. Response to the needs of a rapidly changing world: 1948-1968. The role of the ILO in the world community.

■ **No. 16—United Nations Educational, Scientific and Cultural Organization.** A tribute by Unesco to the International Labour Organization on its fiftieth anniversary. Paris, 1969. 65 p.

Labouring classes

■ **No. 17—U.S. Bureau of Labor Statistics.** Digest of 100 selected pension plans under collective bargaining, Spring 1968. Washington, GPO, 1969. 87 p.

■ **No. 18—Beever, R. Colin.** Trade unions and free labour movement in the EEC. London, Chatham House; PEP, 1969. 50 p. Chatham House/P.E.P. European series, no. 10.

■ **No. 19—Levine, Louis.** The Public Employment Service in social and economic policy; deliberations of a Working Party. Paris, OECD, 1969. 59 p. "This report . . . was prepared by Louis Levine . . . on the basis of the proceedings of a Working Party [on Public Employment Services] convened from 31st May to 2nd June, 1967 . . ."

Management

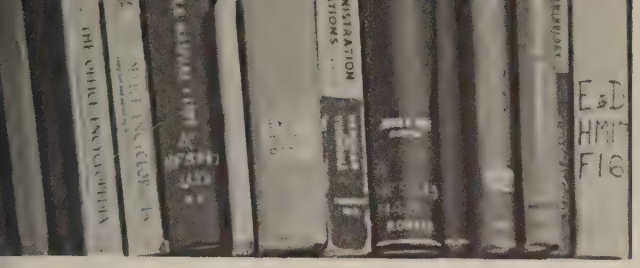
■ **No. 20—Likert, Rensis.** The human organization; its management and value. New York, McGraw-Hill, 1967. ix, 258 p.

Women

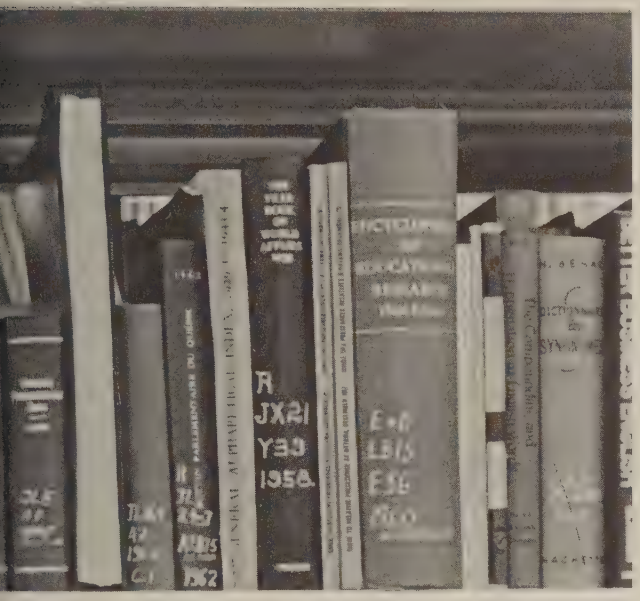
■ **No. 21—Seminar on the Civic and Political Education of Women, Accra, 1968.** Seminar on the Civic and Political Education of Women. New York, United Nations, 1969. iii, 47 p. "Organized by the United Nations, Division of Human Rights, in co-operation with the Government of Ghana."

Miscellaneous

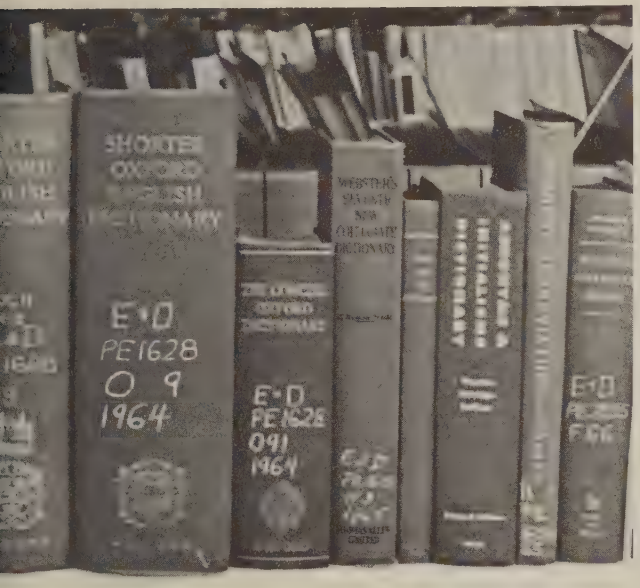
■ **No. 22—Cullen, Donald Eugene.** National emergency strikes. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1968. 134 p. ILR Paperback no. 7.



■ **No. 23—Kahn, Herman.** The year 2000; a framework for speculation on the next thirty-three years, by Herman Kahn and Anthony J. Wiener, with contributions from other staff members of the Hudson Institute. Introd. by Daniel Bell. New York, Macmillan [1967] xxviii, 431 p.

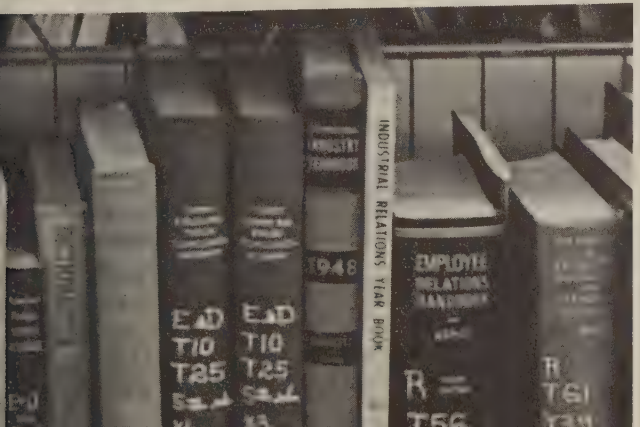


■ **No. 24—Kingston, Ont. Queen's University. School of Business.** The Commerceman, 1969. Trends in international marketing. [Kingston] 1969. 60 p. "In this edition . . . international marketing is examined from the viewpoint of a Canadian firm planning to enter the world market. Articles on organization, management, facilitating institutions, policy formulation, and opportunities abroad are presented."



■ **No. 25—Lipset, Seymour Martin.** American student activism in comparative perspective. Washington, U.S. Dept. of Labor, Manpower, Administration, 1969. 43 p. Seminar on Manpower Policy and Program. Proceedings. "Condensed transcript of the seminar held in Washington, D.C., May 16, 1968." The author, professor of government and social relations at Harvard University, discusses the factors causing student activism and some of the reactions to it. Dr. Lipset makes this comment: " . . . Universities cannot use force [with student activists] because if they use force to settle an internal situation, they have lost the argument . . . If we resort to the authoritarian weapons of force or expulsion, we are doing exactly what our antidemocratic opponents want us to do . . ."

■ **No. 26—Ontario Economic Council.** Government reform in Ontario; a report. Toronto, 1969. 44 p. An examination of the problems facing municipal governments in Ontario.



■ **No. 27—Organization for Economic Co-operation and Development.** Low income groups and methods of dealing with their problems; papers for a trade union seminar; report. [Paris] 1966. 286 p. Title taken from cover. Original title, "Supplement to the report," amended to read "Report" on Library's copy.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended October 18, 1969		8,142	+ 0.2	+ 1.8
Employed		7,828	− 0.2	+ 1.6
Agriculture		548	− 5.7	− 5.0
Non-agriculture		7,280	+ 0.2	+ 2.1
Paid workers		6,753	+ 0.1	+ 1.7
At work 35 hours or more		3,845	− 40.0	− 1.7
At work less than 35 hours		3,647	+224.2	+ 3.9
Employed but not at work		336	+ 6.3	+ 17.9
Unemployed		314	+ 12.5	+ 9.0
Atlantic		34	+ 6.2	—
Quebec		135	+ 8.9	+ 19.5
Ontario		73	+ 7.4	− 2.7
Prairie		32	+ 45.5	+ 33.3
British Columbia		40	+ 21.2	− 44.8
Without work and seeking work		298	+ 12.5	+ 8.4
On temporary layoff up to 30 days		16	+ 14.3	+ 23.1
INDUSTRIAL EMPLOYMENT (1961 = 100)	September	130.4	− 0.2	+ 2.9
Manufacturing employment (1961 = 100)	September	126.7	− 0.4	+ 0.7
IMMIGRATION	1st 6 mos.	71.121	—	− 16.7
Destined to the labour force	1st 6 mos.	37.951	—	− 15.5
STRIKES AND LOCKOUTS				
Strikes and lockouts	October	112	+ 16.7	+ 23.1
No. of workers involved	October	73,930	+ 20.2	+268.8
Duration in man days	October	1,112,570	− 1.3	+254.3
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	September	119.95	+ 0.7	+ 6.6
Average hourly earnings (mfg.)	September	$2.82	+ 1.4	+ 7.6
Average hours worked per week (mfg.)	September	40.6	+ 1.0	− 1.0
Average weekly wages (mfg.)	September	$114.53	+ 2.6	+ 6.6
Consumer price index (1961 = 100)	October	126.8	+ 0.16	+ 4.45
Index numbers of weekly wages in 1961 dollars (1961 = 100)†	August	118.4	+ 1.2	+ 2.0
Total labour income (Millions of dollars)	September	$3,442	+ 0.7	+ 11.4
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100)	September	165.2	+ 0.4	+ 2.8
Manufacturing	September	165.9	− 0.4	+ 3.6
Durables	September	152.2	− 0.1	+ 5.8
Non-durables	September	182.6	− 0.7	+ 1.4
NEW RESIDENTIAL CONSTRUCTION‡				
Starts	September	13,944	− 14.1	+ 20.2
Completions	September	15,098	+ 27.0	+ 26.5
Under construction	September	119,683	− 1.4	+ 23.5

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Preliminary
‡ Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force

B-1 — Labour Income

C-1 to C-7 — Employment, Hours and Earnings

E-1 to E-4 — Unemployment Insurance

F-1 and F-2 — Prices

G-1 to G-4 — Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended October 18, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,142	659	2,290	3,002	1,342	849
Men	5,510	450	1,571	2,000	919	570
Women	2,632	209	719	1,002	423	279
14-19 years	774	70	219	244	150	91
20-24 years	1,219	125	387	405	187	115
25-44 years	3,507	245	1,008	1,351	534	369
45-64 years	2,432	203	622	924	429	254
65 years and over	210	16	54	78	42	20
EMPLOYED	7,828	625	2,155	2,929	1,310	809
Men	5,292	425	1,473	1,954	899	541
Women	2,536	200	682	975	411	268
Agriculture	548	31	109	134	250	24
Non-agriculture	7,280	594	2,046	2,795	1,060	785
Paid workers	6,753	546	1,881	2,619	980	727
Men	4,437	366	1,265	1,702	625	479
Women	2,316	180	616	917	355	248
UNEMPLOYED	314	34	135	73	32	40
Men	218	25	98	46	20	29
Women	96	*	37	27	12	11
PERSONS NOT IN LABOUR FORCE	6,606	710	1,937	2,271	1,046	642
Men	1,799	228	514	602	284	171
Women	4,807	482	1,423	1,669	762	471

* Less than 10,000. SOURCE: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended October 18, 1969

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,748	2,443	4,189	1,161	4,282	1,126	1,54
LABOUR FORCE	8,142	774	3,999	926	1,463	770	21
Employed	7,828	702	3,902	855	1,427	740	20
Unemployed	314	72	97	71	36	30	*
NOT IN LABOUR FORCE	6,606	1,669	190	235	2,819	356	1,33
PARTICIPATION RATE†							
1969—October 18	55.2	31.7	95.5	79.8	34.2	68.4	13.
1969—September 20	55.2	31.7	95.6	79.8	34.0	67.9	13.
UNEMPLOYMENT RATE‡							
1969—October 18	3.9	9.3	2.4	7.7	2.5	3.9	**
1969—September 20	3.4	8.3	2.2	6.6	2.1	3.5	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended October 18, 1969

	Oct. 1969	Sept. 1969	Oct. 1968
	(in thousands)		
TOTAL UNEMPLOYED	314	279	288
On temporary layoff up to 30 days	16	14	13
Without work and seeking work	298	265	275
Seeking:			
Full-time work	275	249	256
Part-time work	23	16	19
Under 1 month	98	88	95
1-3 months	112	100	96
4-6 months	42	30	39
More than 6 months	46	47	45

SOURCE: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									
	Mining	Manufacturing	Transportation Storage and Communication**	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals ††
	(millions of dollars)									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	9,972	11,461	1,818	35,230
1968—September	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May	74.7	841.0	271.5	38.1	229.0	57.2	465.1	1,088.2	169.3	3,257.6
June	75.8	859.3	280.8	43.6	241.3	58.7	477.5	1,106.0	188.6	3,359.6
July*	74.1	850.0	287.3	47.0	262.0	59.2	469.0	1,142.7	182.5	3,407.4
August†	72.2	846.6	294.2	46.7	276.1	60.7	468.0	1,137.7	179.2	3,417.3
September‡	71.8	863.9	292.8	47.7	279.3	59.0	479.2	1,142.1	174.6	3,441.5
Seasonally Adjusted										
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—September	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,026.7	161.6*	3,120.9
February	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,047.8	164.5*	3,169.8
March	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,048.7	165.8*	3,196.4
April	78.4	827.2	271.4	41.1	233.4	57.0	459.0	1,057.9	167.1*	3,216.4
May	74.9	838.1	271.8	41.0	226.9	57.7	465.6	1,090.8	170.2*	3,260.0
June	73.7	844.9	275.9	40.2	225.4	58.1	470.9	1,089.2	173.5	3,275.3
July*	72.9	847.9	277.6	41.2	233.1	57.8	468.5	1,134.3	174.3	3,330.1
August†	71.1	839.8	285.1	40.1	240.9	58.9	470.4	1,131.3	174.1	3,334.6
September‡	72.2	845.3	284.3	39.8	244.8	58.0	478.7	1,126.0	174.8	3,347.2

* Revised † Preliminary ‡ Advance

** Includes post office wages and salaries †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at July 1969, employers in the principal non-agricultural industries reported a total employment of 3,813,199. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.30	123.5	122.8	100.13
1967	122.6	131.4	102.79	123.2	130.6	106.53
1968	122.7	140.4	109.88	122.1	140.3	114.42
1968—June	124.6	140.5	109.96	123.3	140.1	114.23
July	124.0	140.6	109.97	121.9	138.8	113.20
August	126.9	141.8	110.95	125.3	140.4	114.48
September	126.7	143.8	112.52	125.8	143.6	117.08
October	126.0	144.3	112.90	124.6	144.8	118.08
November	125.7	144.9	113.37	124.0	145.5	118.70
December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June*	130.2	150.3	117.61	128.9	150.4	122.63
July†	128.7	151.5	118.56	125.1	149.9	122.25

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1969	June 1969	July 1968	July 1969	June 1969	July 1968
	(1961 — 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	126.4	124.0	123.4	97.18	96.57	89.21
Newfoundland	125.5	122.3	129.0	104.50	104.82	98.42
Prince Edward Island	146.2	142.7	147.1	83.00	78.69	69.32
Nova Scotia	125.9	122.7	117.5	95.61	95.05	87.22
New Brunswick	125.8	124.9	124.8	95.82	94.97	87.50
Quebec	122.6	122.8	119.6	115.38	114.10	107.70
Ontario	130.2	134.4	124.7	122.26	121.58	113.75
Prairie Region	130.6	129.7	125.4	114.45	113.33	104.96
Manitoba	121.3	120.6	117.6	110.15	108.87	101.72
Saskatchewan	121.8	122.0	123.0	108.57	108.36	102.63
Alberta	142.2	140.5	133.1	119.62	118.35	108.27
British Columbia	140.4	140.1	132.9	131.44	129.31	121.17
CANADA	128.7	130.2	124.0	118.56	117.61	109.97
URBAN AREAS						
St. John's	139.1	140.5	142.7	94.97	95.22	87.76
Halifax	122.1	121.7	115.5	99.59	98.39	92.08
Sydney	91.7	91.8	101.5	107.10	101.56	88.16
Moncton	129.1	129.0	117.0	94.93	92.75	88.62
Saint John	114.0	114.3	110.6	100.60	98.29	91.31
Chicoutimi	118.3	114.2	111.4	135.79	138.48	127.38
Montreal	123.0	125.4	121.3	116.69	115.81	109.01
Quebec	120.2	115.0	115.4	100.31	98.61	92.78
Shawinigan	97.6	95.3	100.7	117.96	121.28	109.54
Sherbrooke	117.1	118.7	113.5	99.90	98.25	93.42
Trois-Rivières	117.5	117.3	113.7	105.02	107.66	99.75
Ottawa-Hull	139.0	140.0	128.2	112.31	110.04	104.14
Belleville	125.6	126.8	119.4	102.36	103.39	95.54
Brampton	269.1	287.7	240.4	117.77	119.02	110.32
Brantford	142.2	140.7	134.4	110.36	112.32	107.54
Fort William-Port Arthur	128.8	128.5	117.1	118.16	119.62	101.95
Guelph	142.3	144.9	136.4	110.02	110.12	104.94
Hamilton	123.9	126.1	120.9	123.84	122.52	117.41
Kingston	132.7	133.9	125.9	117.25	116.41	109.00
Kitchener	154.1	158.0	141.8	109.28	108.41	102.47
London	124.5	127.3	120.1	114.52	114.60	106.52
Niagara Falls	118.6	119.4	108.1	111.15	111.90	103.54
Oshawa	105.3	144.6	110.0	136.26	136.34	126.04
Peterborough	142.5	144.2	133.0	121.21	122.63	115.49
Sarnia	147.1	143.9	141.3	156.60	153.92	144.57
Sault Ste. Marie	129.5	128.5	122.4	136.02	134.75	125.65
Sudbury	64.1	126.8	115.9	133.35	139.36	134.46
St. Catharines	143.8	143.6	111.6	133.87	130.90	117.62
Timmins	77.1	76.1	77.6	103.64	105.39	99.87
Toronto	133.0	136.3	126.7	124.18	122.99	114.86
Welland	103.0	115.3	105.9	143.34	140.53	128.22
Windsor	130.0	150.2	122.8	136.43	136.25	128.90
Winnipeg	122.9	123.1	117.8	103.14	101.48	94.37
Regina	127.9	128.0	124.3	105.93	103.55	97.69
Saskatoon	144.7	144.6	148.6	101.59	102.63	98.54
Calgary	152.4	151.2	138.7	119.62	117.79	108.39
Edmonton	149.6	147.4	139.7	114.81	112.76	104.10
Vancouver	140.0	139.8	131.7	127.18	125.94	116.71
Victoria	133.3	135.7	122.9	114.23	113.86	104.39

* Latest figures subject to revision. SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence**	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector†	Commercial Sector‡		
						(in thousands)						
Canada												
July 1969*.....	—	117.0	888.8	809.6	423.9	—	1,065.9	306.6	1,117.5	736.8	428.7	6,657.9
June 1969*.....	78.9	123.7	892.8	842.1	387.8	681.4	1,071.0	301.6	1,126.7	723.5	422.8	6,664.1
July 1968.....	79.9	125.3	870.6	767.8	407.3	635.2	985.3	283.1	1,040.2	651.5	429.8	6,290.0
NEWFOUNDLAND												
June 1969*.....	2.4	4.2	11.2	1.8	9.2	13.8	18.1	2.3	22.0	9.2	8.6	102.8
May 1969*.....	1.1	5.0	10.5	1.7	8.6	13.8	17.4	2.2	21.7	8.5	8.1	98.5
June 1968.....	2.2	5.8	11.5	2.2	9.2	14.6	16.2	1.9	22.1	8.1	8.3	102.1
PRINCE EDWARD ISLAND												
June 1969*.....	0.2	—	2.5	0.4	2.0	3.3	5.0	0.6	6.1	2.1	2.4	24.6
May 1969*.....	—	—	2.4	0.4	1.5	2.8	4.6	0.6	5.9	1.8	2.1	22.1
June 1968.....	0.2	—	2.4	0.5	2.2	3.0	4.0	0.6	5.9	2.1	2.3	23.1
NOVA SCOTIA												
June 1969*.....	3.1	5.8	19.6	15.3	15.2	25.2	32.5	6.9	40.4	17.1	20.9	202.1
May 1969*.....	2.8	5.8	18.6	14.6	14.0	23.1	32.6	7.0	41.4	16.4	20.4	196.7
June 1968.....	2.5	7.1	19.1	15.3	14.7	22.4	32.0	6.4	37.4	15.4	20.2	192.6
NEW BRUNSWICK												
June 1969*.....	8.8	2.5	20.3	11.1	10.5	20.7	25.5	4.6	31.2	11.3	12.3	158.6
May 1969*.....	5.2	2.4	20.3	11.0	10.2	20.7	25.7	4.6	32.2	10.9	12.0	155.1
June 1968.....	9.6	2.7	19.1	11.9	9.5	20.8	24.9	4.4	30.8	10.2	9.4	153.3
QUEBEC												
June 1969*.....	26.3	25.1	334.6	203.1	76.3	183.7	264.1	84.7	307.9	182.5	87.0	1,775.2
May 1969*.....	19.6	22.6	325.5	199.4	74.8	184.1	258.7	83.6	307.5	173.2	84.0	1,733.0
June 1968.....	27.0	26.5	323.8	197.2	88.9	176.6	247.2	79.1	293.3	162.0	90.2	1,711.8
ONTARIO												
June 1969*.....	11.1	37.3	380.8	475.9	156.3	222.4	429.7	130.8	414.4	293.4	173.4	2,725.5
May 1969*.....	9.6	36.2	375.2	471.5	146.5	217.5	424.7	129.6	414.0	278.7	169.1	2,672.4
June 1968.....	12.7	36.9	367.0	440.1	158.9	208.0	381.3	121.9	388.9	256.2	175.5	2,547.3
MANITOBA												
June 1969*.....	1.1	7.6	29.2	21.9	18.2	46.7	56.0	13.5	52.5	35.5	20.4	302.5
May 1969*.....	0.9	7.1	28.7	21.6	16.8	45.9	54.9	13.5	52.2	33.2	19.7	294.6
June 1968.....	0.8	6.7	28.2	20.6	18.1	46.2	53.8	13.0	49.0	28.9	21.0	286.4
SASKATCHEWAN												
June 1969*.....	0.6	5.4	10.6	5.8	15.3	27.7	40.4	9.2	47.1	21.9	21.3	205.3
May 1969*.....	0.4	5.3	10.3	5.6	13.6	26.3	39.9	8.7	46.8	21.3	18.8	197.1
June 1968.....	0.5	5.3	10.2	5.9	17.6	28.0	40.3	8.2	45.9	20.5	18.9	201.2
ALBERTA												
June 1969*.....	2.2	22.1	28.5	27.6	41.9	55.4	86.5	18.7	96.8	61.2	33.6	474.5
May 1969*.....	1.9	21.3	27.8	26.3	39.3	52.7	84.7	18.4	97.2	59.1	32.4	461.0
June 1968.....	1.6	19.7	27.4	23.2	39.7	51.1	80.9	17.9	89.1	54.5	32.3	437.4
BRITISH COLUMBIA												
June 1969*.....	23.1	11.0	55.3	79.1	42.1	80.5	112.1	30.4	106.9	87.6	40.5	668.4
May 1969*.....	22.6	10.3	53.1	78.5	38.0	82.5	108.2	30.3	109.2	82.0	40.0	654.6
June 1968.....	19.9	10.6	53.9	72.9	37.9	77.6	102.6	27.6	96.8	72.7	39.0	611.5

* Preliminary. †Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

** Excludes non-civilian employees.

NOTE: In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made for welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, trapping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada Total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1969	June 1969	July 1968	July 1969	June 1969	July 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	105.8	111.7	114.7	145.79	145.62	136.82
Metals	91.0	102.9	107.9	143.95	143.58	138.41
Mineral fuels	104.0	103.1	104.3	160.24	160.59	140.05
Non-meta s except fuels	133.0	128.7	129.8	133.02	130.09	124.86
Quarries and sand pits	116.9	114.5	123.4	135.65	134.97	119.26
Services incidental to mining	169.8	167.3	161.4	148.22	151.61	143.10
MANUFACTURING	125.1	128.9	121.8	122.25	122.63	113.20
Durable goods	134.0	141.1	128.2	131.10	131.75	121.68
Non-durable goods	117.8	119.0	116.7	114.08	113.86	105.67
Food and beverages	117.5	114.8	120.0	107.60	108.51	100.56
Foods	117.4	113.8	119.6	103.29	104.57	97.15
Beverages	117.9	120.5	122.3	134.62	131.97	121.53
Tobacco processing and products	87.9	90.8	92.0	131.11	132.53	123.19
Rubber products	126.2	127.6	112.1	123.89	125.67	111.92
Leather products	100.6	102.5	100.9	80.90	79.72	75.43
Textile products	118.1	123.2	114.6	100.93	101.11	94.81
Knitting mills	116.1	119.1	113.7	77.03	77.62	70.37
Clothing	105.7	110.0	107.7	74.98	74.64	70.33
Wood products	116.5	118.0	112.3	109.20	109.41	102.47
Furniture and fixtures	132.1	136.0	123.2	99.97	99.87	93.33
Paper and allied industries	124.9	125.4	120.4	143.53	142.62	132.08
Printing, publishing and allied industries	114.1	116.3	114.7	129.26	129.05	119.15
Primary metal industries	125.3	134.4	127.5	147.12	145.85	136.75
Metal fabricating industries	135.8	138.4	130.2	129.78	128.66	119.91
Machinery, except electrical	150.7	152.8	144.9	138.45	138.56	130.44
Transportation equipment	136.0	158.4	123.1	144.34	144.67	129.40
Electrical products	150.7	153.7	141.9	122.13	125.32	115.82
Non-metallic mineral products	121.2	122.1	119.7	133.94	132.91	123.89
Petroleum and coal products	107.8	106.9	108.4	178.96	177.33	167.60
Chemicals and chemical products	120.7	123.1	119.3	140.16	138.73	128.26
Miscellaneous manufacturing industries	145.8	149.9	136.3	104.45	104.35	97.94
CONSTRUCTION	130.0	121.6	133.0	152.92	147.80	140.41
Building	137.2	126.8	136.9	150.36	144.83	137.18
Engineering	117.6	112.8	126.2	158.07	153.56	146.48
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	115.9	115.2	108.2	134.12	131.18	122.65
Transportation	113.4	111.9	109.1	133.66	129.76	120.91
Storage	115.6	112.9	113.7	112.15	116.55	102.33
Communication	118.9	120.4	98.2	129.02	126.91	119.84
TRADE	133.2	136.6	127.1	95.56	95.00	88.34
Wholesale trade	128.8	130.0	123.8	118.35	118.29	108.22
Retail trade	135.6	140.2	129.0	83.67	83.12	77.71
FINANCE, INSURANCE AND REAL ESTATE	140.7	139.7	133.0	115.22	115.98	107.03
Financial institutions	145.4	144.1	136.1	112.73	113.94	104.10
Insurance and real estate	134.4	133.8	128.8	118.85	118.95	111.21
SERVICE	179.2	178.5	163.9	84.98	84.22	79.35
Recreational services	186.7	180.1	163.8	82.49	80.17	71.19
Business services	193.4	192.2	175.6	129.48	129.67	123.24
Personal services	162.7	162.8	152.1	63.47	63.05	58.32
Miscellaneous services	210.2	211.8	188.8	88.47	86.92	86.74
INDUSTRIAL COMPOSITE	128.7	130.2	124.0	118.56	117.61	109.97

*Latest figures subject to revision.

NOTE: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1969	June 1969	July 1968	July 1969	June 1969	July 1968	July 1969	June 1969	July 1968
				$	$	$	$	$	$
MINING, INCLUDING MILLING	40.7	40.8	41.0	3.23	3.25	3.08	131.32	132.87	126.44
Metals	39.5	39.7	40.8	3.32	3.35	3.21	131.35	133.21	130.90
Mineral fuels	41.7	42.2	36.9	2.95	2.95	2.68	123.18	124.76	98.87
Non-metals, except fuels	41.1	40.8	41.9	3.06	3.02	2.88	125.76	123.38	120.69
Quarries and sand pits	48.7	47.9	48.3	2.78	2.79	2.43	135.62	133.60	117.19
Services incidental to mining	40.7	42.0	42.9	3.52	3.54	3.27	143.10	148.66	140.31
MANUFACTURING	39.9	40.2	40.0	2.77	2.78	2.56	110.64	111.83	102.23
Durable goods	40.4	40.7	40.2	2.98	2.99	2.76	120.28	121.75	111.02
Non-durable goods	39.5	39.6	39.7	2.57	2.57	2.37	101.45	101.76	94.09
Food and beverages	39.7	40.1	40.3	2.44	2.45	2.27	96.64	98.31	91.81
Foods	39.5	39.9	40.2	2.35	2.37	2.21	92.90	94.54	89.66
Beverages	41.3	41.4	41.5	3.08	3.05	2.81	127.05	126.40	116.54
Tobacco processing and products	36.7	37.0	37.5	3.21	3.21	2.99	117.74	118.82	112.02
Rubber products	40.0	40.5	39.7	2.86	2.88	2.51	114.40	116.65	99.42
Leather products	38.6	38.0	39.3	1.90	1.91	1.76	73.17	72.64	69.05
Textile products	40.2	40.8	40.8	2.19	2.19	2.02	88.14	89.15	82.57
Miscellaneous textiles	40.2	38.8	40.3	2.32	2.27	2.10	93.19	88.12	84.52
Knitting mills	40.4	40.1	40.0	1.68	1.71	1.56	67.91	68.66	62.36
Clothing	36.5	36.1	36.7	1.86	1.88	1.73	67.94	67.69	63.64
Wood products	38.9	39.0	39.6	2.66	2.66	2.45	103.47	103.90	97.03
Furniture and fixtures	41.4	41.3	41.4	2.22	2.21	2.06	91.72	91.08	85.28
Paper and allied industries	40.9	41.1	41.2	3.31	3.28	3.01	135.47	134.69	123.99
Pulp and Paper mills	41.3	41.4	41.5	3.60	3.58	3.26	148.70	147.94	135.19
Printing, publishing and allied industries	38.1	38.2	38.0	3.33	3.32	3.05	126.95	127.09	115.61
Primary metal industries	41.0	41.1	40.6	3.35	3.33	3.14	137.44	137.11	127.50
Iron and steel mills	40.3	40.7	39.7	3.45	3.41	3.26	138.96	139.07	129.37
Metal fabricating industries	40.9	41.1	40.6	3.00	2.95	2.77	122.39	121.31	112.47
Machinery, except electrical	40.2	40.8	41.6	3.15	3.14	2.95	126.81	128.21	122.78
Transportation equipment	40.7	40.4	38.4	3.24	3.30	2.96	131.99	133.13	113.69
Aircraft and parts	40.9	40.7	38.1	3.26	3.36	2.92	133.23	136.66	111.30
Motor vehicles	40.7	40.0	38.6	3.35	3.39	3.07	136.41	135.61	118.27
Assembling	41.3	40.7	35.6	3.90	3.69	3.52	161.17	150.38	125.58
Parts and accessories	40.1	38.9	40.4	3.25	3.21	2.92	130.43	124.87	117.94
Shipbuilding and repairing	40.8	41.2	38.1	3.26	3.24	2.97	132.95	133.30	113.20
Electrical products	38.6	40.1	39.2	2.69	2.71	2.51	103.72	108.71	98.58
Communications equipment	37.9	40.0	38.4	2.57	2.58	2.36	97.35	103.21	90.58
Non-metallic mineral products	43.1	43.4	43.5	2.99	2.96	2.71	128.85	128.73	117.65
Petroleum and coal products	43.5	43.4	43.2	3.79	3.74	3.64	164.56	162.36	157.38
Chemical and chemical products	40.7	40.9	40.0	3.00	2.97	2.77	122.01	121.25	110.72
Miscellaneous manufacturing industries	39.2	39.9	39.7	2.25	2.24	2.09	88.13	89.39	82.86
CONSTRUCTION	41.6	40.0	42.3	3.64	3.62	3.28	151.21	144.78	138.69
Building	39.3	37.8	39.7	3.77	3.74	3.40	148.17	141.52	134.88
General contractors	39.8	38.8	39.9	3.64	3.59	3.29	145.13	139.25	131.04
Special trade contractors	38.8	37.1	39.6	3.88	3.86	3.49	150.58	143.30	138.17
Engineering	46.1	44.0	47.2	3.41	3.43	3.09	157.26	150.99	145.84
Highways, bridges and streets	49.4	45.9	48.8	3.01	2.98	2.63	148.39	137.05	128.46
Other engineering	42.6	41.9	45.3	3.92	3.95	3.65	166.96	165.48	165.23
OTHER INDUSTRIES									
Urban transit	41.5	41.6	41.1	3.48	3.38	3.18	144.49	140.72	130.79
Highway and bridge maintenance	38.2	40.1	38.9	2.62	2.51	2.38	100.00	100.60	92.75
Laundries, cleaners and pressers	37.4	37.7	38.1	1.62	1.64	1.51	60.47	61.74	57.70
Hotels, restaurants and taverns	33.1	32.5	34.3	1.61	1.63	1.47	53.50	52.81	50.52

Latest figures subject to revision.
SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	79.51	106.8	103.7
1965	41.0	2.12	82.96	111.4	106.3
1966	40.8	2.25	86.94	116.8	108.8
1967	40.3	2.40	91.65	123.1	110.5
1968†	40.3	2.58	96.84	130.1	112.8
Last Pay Period in					
1968—July	40.0	2.56	102.23	137.3	113.7
August	40.4	2.59	104.63	140.5	116.1
September	41.0	2.62	107.43	144.3	118.9
October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June*	40.2	2.78	111.83	150.2	118.8
July†	39.9	2.77	110.64	148.6	117.1

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	July 1969	June 1969	July 1968	July 1969	June 1969	July 1968
				$	$	$
Newfoundland	42.8	45.3	41.8	2.18	2.10	2.01
Nova Scotia	40.0	40.6	39.6	2.21	2.15	2.05
New Brunswick	40.3	41.0	41.0	2.24	2.26	2.05
Quebec	40.3	40.4	40.4	2.50	2.52	2.31
Ontario	40.0	40.3	40.1	2.91	2.92	2.68
Manitoba	39.7	39.9	39.9	2.48	2.45	2.33
Saskatchewan	39.2	39.7	39.1	2.94	2.89	2.73
Alberta	39.3	39.8	39.4	2.92	2.89	2.64
British Columbia	37.4	37.5	37.8	3.46	3.44	3.19

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 t E-4 is The Statistical Report on the Operation of the Unemployme Insurance Act (DBS Cat. No. 73-001). For further informatio regarding the nature of the data see Technical Note, page 74 December issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—July	5,633,000	5,354,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January	5,512,000	4,896,000	616,000
1968—December	5,446,000	4,948,100	497,900
November	5,411,000	5,069,400	341,600
October	5,346,000	5,081,500	264,500
September	5,356,000	5,109,300	246,700
August	5,387,000	5,117,200	269,800
July	5,321,000	5,000,000	321,000

Table E-4—Benefit Payments, by Province, August 1969

Province	Weeks Paid	Amount o Benefi Pai
Newfoundland	28,356	948,13
Prince Edward Island	3,136	86,09
Nova Scotia	38,257	1,221,13
New Brunswick	29,361	858,19
Quebec	300,696	9,520,26
Ontario	302,644	9,751,68
Manitoba	27,737	810,26
Saskatchewan	21,056	628,32
Alberta	34,064	1,061,82
British Columbia	89,226	2,859,16
Total, Canada, August 1969	874,533	27,745,07
Total, Canada, July 1969	778,677	24,787,40
Total, Canada, August 1968	1,015,320	26,201,97

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	August 1969			August 1968		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	87,120	63,766	23,354	88,977	62,144	26,833
Newfoundland	2,272	1,518	754	2,079	1,386	693
Prince Edward Island	227	167	60	286	212	74
Nova Scotia	2,449	1,761	688	3,126	2,162	964
New Brunswick	2,354	1,741	613	2,571	1,885	686
Quebec	25,536	18,316	7,220	28,390	18,934	9,456
Ontario	38,760	29,142	9,618	33,374	24,438	8,936
Manitoba	1,922	1,457	465	2,403	1,738	665
Saskatchewan	1,676	1,230	446	1,595	1,236	359
Alberta	3,084	2,266	818	3,708	2,701	1,007
British Columbia	8,840	6,168	2,672	11,445	7,452	3,993

* In addition, revised claims received numbered 30,987

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at August 29, 1969

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants August 30, 1968
		1-4	5-13	14-26	27 or more*	
Canada	267,749	92,691	73,877	56,675	44,506	269,834
Male	158,725	63,488	41,942	30,950	22,345	158,357
Female	109,024	29,203	31,935	25,725	22,161	111,477
NEWFOUNDLAND	8,083	2,727	2,446	1,838	1,072	6,911
Male	6,381	2,232	2,035	1,357	757	5,066
Female	1,702	495	411	481	315	1,845
PRINCE EDWARD ISLAND	860	318	275	130	137	1,149
Male	545	213	170	85	77	733
Female	315	105	105	45	60	416
NOVA SCOTIA	11,078	3,084	3,183	3,113	1,698	10,851
Male	8,093	2,380	2,188	2,390	1,135	7,328
Female	2,985	704	995	723	563	3,523
NEW BRUNSWICK	8,773	2,991	2,565	1,769	1,448	8,325
Male	5,655	2,126	1,640	1,090	799	5,441
Female	3,118	865	925	679	649	2,884
QUEBEC	91,748	23,719	25,611	21,887	20,531	89,173
Male	57,124	16,779	15,663	13,296	11,386	56,143
Female	34,624	6,940	9,948	8,591	9,145	33,030
ONTARIO	99,137	42,796	26,608	17,604	12,129	96,098
Male	55,554	28,957	13,939	7,896	4,762	51,306
Female	43,583	13,839	12,669	9,708	7,367	44,792
MANITOBA	7,383	2,347	2,032	1,680	1,324	9,562
Male	3,748	1,291	1,023	746	688	5,009
Female	3,635	1,056	1,009	934	636	4,553
SASKATCHEWAN	5,993	1,989	1,533	1,446	1,025	5,094
Male	3,255	1,294	760	739	462	2,659
Female	2,738	695	773	707	563	2,435
ALBERTA	9,112	3,129	2,488	2,020	1,475	10,314
Male	4,684	1,895	1,055	1,045	689	5,476
Female	4,428	1,234	1,433	975	786	4,838
BRITISH COLUMBIA	25,582	9,591	7,136	5,188	3,667	32,357
Male	13,686	6,321	3,469	2,306	1,590	19,196
Female	11,896	3,270	3,667	2,882	2,077	13,161

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcoho
				(1961 = 100)				
1964—Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.
1968—October	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.
November	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.
December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.
1969—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.
				(1949 = 100)				
October	163.8							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—October, 1969

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Oct. 69	Sept. 69	Oct. 68							
					(1961 = 100)					
St. John's, Nfld.	119.9	120.3	117.0	121.5	113.6	126.4	110.5	128.1	111.3	143.8
Halifax	121.1	121.2	114.7	127.1	114.8	124.2	109.8	137.3	126.4	127.8
Saint John	121.1	121.5	115.7	125.6	113.5	127.4	118.0	129.9	127.3	126.6
Montreal	122.0	122.1	118.6	122.7	115.1	123.1	121.9	129.6	137.2	128.5
Ottawa	124.7	123.9	119.1	129.0	115.9	128.2	119.0	138.6	135.8	132.1
Toronto	125.3	125.5	120.4	126.5	119.1	129.2	127.6	136.1	124.3	130.1
Winnipeg	124.2	124.7	119.1	127.7	113.2	133.7	124.3	140.7	127.9	129.1
Saskatoon-Regina	120.5	121.2	116.7	126.9	114.1	126.4	112.0	126.3	128.1	122.1
Edmonton-Calgary	122.5	123.0	118.2	125.5	116.7	125.3	117.2	138.6	130.3	122.6
Vancouver	119.2	119.5	115.8	123.5	114.0	124.8	116.3	129.0	119.6	113.5

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

tatistical information on work stoppages in Canada is compiled y the Economics and Research Branch of the Canada Depart- ıent of Labour on the basis of reports from the Canada Man- ower Division, Department of Manpower and Immigration.

The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1964-1969

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
1968—October	26	91	20,047	313,990	0.22
November	19	70	14,563	221,540	0.16
December	17	58	13,196	104,980	0.08
1969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76

' Preliminary.

Table G-2—Strikes and Lockouts, by Industry, October 1969, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	2	2	690	3,290
Mines	—	6	19,722	436,610
Manufacturing	18	60	35,117	508,360
Construction	9	21	5,974	53,720
Transportation and utilities	1	5	3,633	75,320
Trade	3	9	372	5,930
Finance	—	—	—	—
Service	3	7	2,657	24,650
Public administration	1	2	5,765	4,690
ALL INDUSTRIES	37	112	73,930	1,112,570

Table G-3—Strikes and Lockouts, by Jurisdiction, October 1969, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	—	—	—
Nova Scotia	7	11	2,120	5,590
New Brunswick	1	2	139	1,550
Quebec	8	20	11,619	64,780
Ontario	15	55	54,827	936,160
Manitoba	—	2	60	1,320
Saskatchewan	1	3	323	4,070
Alberta	1	6	591	11,950
British Columbia	4	10	689	12,790
Federal	—	3	3,562	74,360
ALL JURISDICTIONS	37	112	73,930	1,112,570

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1969 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
Spruce Falls, Pulp & Paper Co. Ltd., Kapuskasing, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	650	3,250	3,250	Oct. 27 —	Alleged grievance over seniority —
Mines						
METAL						
International Nickel Co. of Canada Ltd., Sudbury District, Ont.	Steelworkers Loc. 6500 (AFL-CIO/CLC)	15,854	351,050	1,290,960	July 10 —	Wages, fringe benefits—
Falconbridge Nickel Mines Ltd., Falconbridge and Onaping areas, Ont.	Mine, Mill and Smelter Workers Loc. 598 (Ind.)	3,268	72,360	168,070	Aug. 21 —	Wages, fringe benefits—
MINERAL FUELS						
Great Canadian Oil Sands Ltd., Fort McMurray, Alta.	Oil Workers (AFL-CIO/CLC)	300	6,600	14,400	Aug. 25 —	Wages—
NON-METAL						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ont.	Auto Workers Loc. 195 (CLC)	173	3,810	25,940	Mar. 30 —	Wages—
QUARRIES						
Canada Crushed Stone, Dundas and Hamilton, Ont.	District 50 (U.M.W.A.) Loc. 14979 (Ind.)	107	2,350	7,700	July 19 —	Wages, fringe benefits, working conditions—
Manufacturing						
FOOD AND BEVERAGES						
General Mills, Rexdale, Ont.	Millers Loc. 230 (AFL-CIO/CLC)	130	2,860	3,640	Sept. 22 —	Wages—
Pure Spring Canada Ltd., Ottawa, Ont.	Brewery Workers Loc. 390 (AFL-CIO/CLC)	100	1,500	1,500	Oct. 10 —	Wages, fringe benefits, hours—
TEXTILES						
Daly & Morin Limitée, Lachine, Que.	Clothing Workers' Federation (CNTU)	225	4,950	11,930	Aug. 18 —	Wages, hours—
Canadian Celanese Chemcell Division, Sorel, Que.	Textile Workers' Union Loc. 1434 (AFL-CIO/CLC)	625	630	4,380	Sept. 22 Oct. 2	Wages—15¢ an hr. increase every year over a 3-yr. contract, other benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1969 (Preliminary) (Cont'd.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Chemcell Ltd., Drummondville, Que.	Textile Workers' Union Loc. 1435 (AFL-CIO/CLC)	1,640	14,060	14,060	Oct. 11 Oct. 23	Wages—Wage increases, other improved benefits.
Harding Carpets Ltd., Collingwood, Ont.	Textile Workers' Union Loc. 1640 (AFL-CIO/CLC)	183	180	180	Oct. 31 —	Wages—
WOOD						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,310	23,340	Dec. 17 —	Wages, fringe benefits, holidays—
Wayerhausser Québec Ltée, Princeville, Cté Arthabaska, Que.	Building and Woodworkers' Federation (CNTU)	132	2,900	8,050	Aug. 6 —	Wages, hours, vacations, holidays —
PAPER						
Maritime Paper Products Limited, Halifax, N.S.	Teamsters Loc. 927 (Ind.)	103	310	3,090	Aug. 22 Oct. 6	Wages—Return of workers, settlement terms not reported.
PRIMARY METALS						
International Nickel Co. of Canada Ltd., Port Colborne, Ont.	Steelworkers Loc. 6200 (AFL-CIO/CLC)	1,646	36,210	130,040	July 10 —	Wages, fringe benefits—
Algoma Steel Corp., Sault Ste. Marie, Ont.	various unions	7,583	167,910	498,310	Aug. 1 —	Wages, other benefits—
Steel Co. of Canada Ltd., Various locations, Que.	Steelworkers various locals (AFL-CIO/CLC)	1,082	14,070	47,610	Aug. 16 Oct. 20	Wages, fringe benefits—35¢ an hr. increase retroactive Aug. 1, 1969, 20¢ Aug. 1, 1970, 20¢ Aug. 1, 1971; other improved benefits.
Kawneer Co. of Canada Ltd., Scarborough, Ont.	Structural Iron Workers Loc. 757 (AFL-CIO/CLC)	134	2,680	2,680	Oct. 3 —	Wages—
METAL FABRICATING						
Steel Co. of Canada Ltd., Various locations, Ont.	Steelworkers various locals (AFL-CIO/CLC)	13,500	183,210	771,430	Aug. 1 Oct. 20	Wages, fringe benefits—35¢ an hr. increase retroactive Aug. 1, 1969, 20¢ Aug. 1, 1970, 20¢ Aug. 1, 1971, other improved benefits.
York Structural Steel Fredericton, N.B.	Steelworkers Loc. 7290 (AFL-CIO/CLC)	105	840	950	Sept. 30 Oct. 14	Wages in a first agreement—10¢ to 35¢ an hr. increase depending on trades.
Eaton, Yale & Towne Inc., St. Catharines, Ont.	U.E. Loc. 535 (Ind.)	110	770	770	Oct. 8 Oct. 20	Wages—22¢ and 28¢ per hr. increase over a 2-yr. contract, other improved benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1969 (Preliminary) (Cont'd.

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
TRANSPORTATION EQUIPMENT						
American Motors (Canada) Ltd., Brampton, Ont.	Auto Workers Loc. 1285 (CLC)	1,110	24,420	24,420	Oct. 17 —	Delay in signing new contract—
Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (CLC)	3,006	3,010	3,010	Oct. 29 Oct. 30	Respecting picket lines of Aut Workers Loc. 295—Return o workers.
ELECTRICAL PRODUCTS						
R.C.A. of Canada Ltd., Midland, Ont.	I.U.E. Loc. 532 (AFL-CIO/CLC)	390	4,680	17,160	Aug. 15 Oct. 20	Wages, benefits—25¢ an hr. in crease for skilled male workers 23¢ for non-skilled males, 20¢ fo females on October 20, 1969, 10 general increase May, 1970, 10 Dec. 1970; OHSIP premiums or 50-50 basis, 100% full share cos by company Oct. 1970.
Northern Electric Co. Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	900	2,700	3,150	Sept. 30 Oct. 5	Alleged disagreement over a clause—Return of workers pend ing discussions with the company
PETROLEUM & COAL PRODUCTS						
Six Oil Refineries, Lower Mainland, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	550	11,000	68,790	May 21 Oct. 30	Wages, fringe benefits—Wage increases between 45¢ and 70 an hr. over 27 months.
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,490	108,400	May 17 1968	Wages, union security, grievance procedure—
Construction						
Several Plumbing Contractors, Various locations, Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	66,200	July 15 1968	Wages, other benefits—
Hamilton Construction Association, Hamilton, Ont.	various unions	1,058	9,020	117,300	May 2 Oct. 28	Wages—Wage increases, other improved benefits.
Electrical Construction Association of Hamilton, Hamilton, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	550	12,100	46,750	July 2 Nov. 3	Wages, working conditions, frin ge benefits—94¢ an hr. increase immediately, 70¢ May 1, 1970, plus 78¢ an hr. in fringe benefits; reduction in hours from 37½ to 36 per wk., other improved benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1969 (Preliminary) (Cont'd.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	16,500	61,500	July 7 —	Wages, hours, other benefits—
Lummus Co. of Canada Ltd., Douglas Point, Ont.	Teamsters Loc. 879 (Ind.)	208	620	2,700	Sept. 17 Oct. 6	Use of non-union trucks—Agreement reached, return of workers.
St. Lawrence Steeplejack Limited, Port Hawkesbury, N.S.	Painters Loc. 1945 (AFL-CIO/CLC)	550	550	550	Sept. 30 Oct. 2	Union security (check off)—Return of workers when cease and desist order issued.
Ontario Hydro Electric Power Commission, Pickering, Ont.	various unions	1,000	2,500	2,500	Oct. 2 Oct. 6	Jurisdictional dispute between unions—Return of workers.
C. W. Miller Ltd., Guildfords Ltd., Halifax, N.S.	Asbestos Workers Loc. 116 (AFL-CIO/CLC)	200	1,000	1,000	Oct. 6 Oct. 14	Disagreement over wording of contract—Wording of agreement amended.
Lummus (Canada) Ltd., Point Tupper, N.S.	various unions	400	1,000	1,000	Oct. 14 Oct. 16	Alleged dispute over poor food—Return of workers when court order issued.
C. A. Pitts, Port Hawkesbury, N.S.	various unions	150	370	370	Oct. 15 Oct. 21	Discharge of worker—Return of workers.
Toronto Iron Works, Point Tupper, N.S.	Boilermakers Loc. 171 (AFL-CIO/CLC)	535	1,610	1,610	Oct. 15 Oct. 20	Wages—Return of workers.
Transportation and Utilities						
TRANSPORTATION						
*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals	100	2,380	19,790	Feb. 19 —	Hours of work, safety conditions —
*B.C. Maritime Employers' Assoc., Various Ports, British Columbia.	Longshoremen and Warehousemen	3,230	71,520	85,360	Sept. 25 —	Wages, hours—
*Department of Transport, Various locations Ontario, Manitoba and Saskatchewan.	I.B.E.W. Loc. 2228 (AFL-CIO/CLC)	232	460	690	Sept. 30 Oct. 3	Delay in new contract negotiations—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1969 (Preliminary) (Concl'd.

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Trade						
RETAIL						
Three Co-operatives Association, Estevan, Regina and Prince Albert, Sask.	Retail, Wholesale Employees various locals (AFL-CIO/CLC)	216	3,070	6,400	Sept. 5 Oct. 30	Wages, hours, other benefits—Wage increases, 4 weeks vacation after 15 years, other improved benefits.
Service						
EDUCATION						
Windsor Board of Education, Windsor, Ont.	Public Employees Loc. 27 (CLC)	307	3,070	3,070	Sept. 17 Oct. 1	Long service pay—31¢ an hr. increase retroactive to Jan. 1, 1969, 27¢ Jan. 1, 1970; 3 weeks vacation after 5 years, other benefits.
Commission Scolaire Régionale de Chambly, Chambly, Que.	C.E.Q.	1,100	16,500	23,100	Sept. 23 Oct. 22	Failure to reach agreement over working conditions—Return of teachers.
Commission Scolaire Régionale de Salaberry, Valleyfield, Huntingdon and St-Timothé, Que.	C.E.Q.	660	2,640	3,960	Sept. 29 Oct. 7	Alleged dispute over dismissal of some teachers—Return of teachers.
University of Guelph, Guelph, Ont.	Civil Service Assoc. of Ontario (Inc.) Branch 10	750	4,500	4,500	Oct. 24 —	Wages, union security—
Public Administration						
LOCAL ADMINISTRATION						
Corporation of City of Peterborough, Peterborough, Ont.	Public Employees Loc. 504 (CLC)	115	920	1,610	Sept. 23 Oct. 14	Wages, benefits and management policies—Not reported.
City of Montreal, Montreal, Que.	Montreal Policemen's Btotherhood (Ind.) Fire Fighters (AFL-CIO/CLC)	5,650	3,770	3,770	Oct. 7 Oct. 8	Wages—Return of policemen and firemen following provincial injunction.

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eport of the Industrial Inquiry Commission on Canadian National ailways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freed-an, Commissioner. (English or French). Price $1.50, Cat. No. 35-965/1.

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